

Business Responsibility and Sustainability Report FY 24

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

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

L72900MH2012PLC232169

2. Name of the Listed Entity

L&T Technology Services Limited

3. Year of incorporation

14 Jun 2012

4. Registered office address

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

5. Corporate address

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

6. E-mail

corporate.sustainability@lts.com

7. Telephone

91-22-68925257

8. Website

www.lts.com

9. Financial year for which reporting is being done

1st April 2023- 31st March 2024

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

BSE and NSE

11. Paid-up Capital

INR 211.5 million

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

SL No.	Particulars	Details
1	Name	Jayashree Ramasubbu
2	Designation	Chief Risk Officer
3	Telephone Number	(022) 68925257
4	Email ID	corporate.sustainability@lts.com

13. Reporting boundary

The BRSR report provides details of our non-financial performance from April 1, 2023 to March 31, 2024. All non-financial disclosures are done on standalone basis except energy, water and waste data which is collected from our 32 major offices in India and 8 major offices at international locations. Except 1 subsidiary, all of our subsidiaries operate from LTTs' standalone premises.

The following table represents the boundary conditions specific to the BRSR Core Attributes:

Sr. No.	Attribute	Parameter	Measurement	Cross - reference to the BRSR	Boundary of Assurance
1	Green-house gas (GHG) footprint Greenhouse gas emissions may be measured in accordance with the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard	Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF6, NF3, if available) Total Scope 2 emissions (Break-up of the GHG (CO2e) into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available) GHG Emission Intensity (Scope 1 +2)	GHG (CO2e) Emission in Mn MT / KT / MT Direct emissions from organization's owned- or controlled sources GHG (CO2e) Emission in Mn MT / KT / MT Indirect emissions from the generation of energy that is purchased from a utility provider Total Scope 1 and Scope 2 emissions (MT) / Total Revenue from Operations adjusted for PPP	Principle 6, Question 7 of Essential Indicators Principle 6, Question 7 of Essential Indicators Principle 6, Question 7 of Essential Indicators	Boundary of assurance covers data from 1 Apr 2023 to 31 Mar 2024. This data is from the DG set emissions and fugitive emissions from our Indian locations. Boundary of assurance covers data from 1 Apr 2023 to 31 Mar 2024. This data is from the purchased electricity emissions from our Indian locations. Boundary of assurance covers data from 1 Apr 2023 to 31 Mar 2024. This data is from the DG set emissions, fugitive emissions and purchase electricity emissions from our Indian locations.
2	Water footprint	Total water consumption Water consumption intensity Water Discharge by destination and levels of Treatment	Mn Lt or KL Mn Lt or KL / Rupee adjusted for PPP Mn Lt or KL / Product or Service Mn Lt or KL	Principle 6, Question 7 of Essential Indicators Principle 6, Question 3 of Essential Indicators Principle 6, Question 3 of Essential Indicators Principle 6, Question 4 of Essential Indicators	Not Applicable The BRSR report provides details of our non-financial performance from April 1, 2023 to March 31, 2024. The data is collected from our 32 major offices in India and 6 major offices at international locations.
3	Energy footprint	Total energy consumed % of energy consumed from renewable sources Energy intensity Joules or multiples / Product or Service	In Joules or multiples In % terms Joules or multiples / Rupee adjusted for PPP Joules or multiples / Product or Service	Principle 6, Question 1 of Essential Indicators Principle 6, Question 1 of Essential Indicators Principle 6, Question 1 of Essential Indicators	Boundary of assurance covers data from April 1, 2023 to March 31, 2024. This data is from the renewable and non renewable energy consumption from 32 Indian offices and 8 international offices

Sr. No.	Attribute	Parameter	Measurement	Cross - reference to the BRSR	Boundary of Assurance
4	Embracing circularity - details related to waste management by the entity	Plastic waste (A) E-waste (B) Bio-medical waste (C) Construction and demolition waste (D) Battery waste (E) Radioactive waste (F) Other Hazardous waste. Please specify, if any. (G) Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e., by materials relevant to the sector) Total waste generated ((A+B + C + D + E + F + G + H) Waste intensity	Kg or MT Kg or MT Kg or MT Kg or MT Kg or MT Kg or MT Kg or MT	Principle 6, Question 9 of Essential Indicators	Boundary of assurance covers data from April 1, 2023 to March 31, 2024. This data is from 14 major Indian offices.
5	Enhancing Employee Wellbeing and Safety	Spending on measures towards well being of employees and workers -cost incurred as a % of total revenue of the company Details of safety related incidents for employees and workers (including contract-workforce e.g. workers in the company's construction sites)	In % terms Number of Permanent Disabilities Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked) No. of fatalities	Principle 3, Question 1(c) of Essential Indicators Principle 3, Question 11 of Essential Indicators Principle 3, Question 11 of Essential Indicators Principle 3, Question 11 of Essential Indicators	Boundary of assurance covers data from April 1, 2023 to March 31, 2024. This data is from 32 Indian offices and 8 international offices.

Sr. No.	Attribute	Parameter	Measurement	Cross - reference to the BRSR	Boundary of Assurance
6	Enabling Gender Diversity in Business	Gross wages paid to females as % of wages paid Complaints on POSH	In % terms Total Complaints on Sexual Harassment (POSH) reported Complaints on POSH as a % of female employees / workers Complaints on POSH upheld	Principle 5, Question 3(b) of Essential Indicators Principle 5, Question 7 of Essential Indicators	Boundary of assurance covers data from April 1, 2023 to March 31, 2024. This data is from 32 Indian offices and 8 international offices.
7	Enabling Inclusive Development	Input material sourced from following sources as % of total purchases – Directly sourced from MSMEs/ small producers and from within India Job creation in smaller towns – Wages paid to persons employed in smaller towns (permanent or non-permanent / on contract) as % of total wage cost	In % terms – As % of total purchases by value In % terms – As % of total wage cost	Principle 8, Question 4 of Essential Indicators Principle 8, Question 5 of Essential Indicators	Boundary of assurance covers data from April 1, 2023 to March 31, 2024. This data is from 32 Indian offices and 8 international offices.
8	Fairness in Engaging with Customers and Suppliers	Instances involving loss / breach of data of customers as a percentage of total data breaches or cyber security events Number of days of accounts payable	In % terms	Principle 9, Question 7 of Essential Indicators	Boundary of assurance covers data from April 1, 2023 to March 31, 2024. This data is from 32 Indian offices and 8 international offices.
9	Open-ness of business	Concentration of purchases & sales done with trading houses, dealers, and related parties Loans and advances & investments with related parties	(Accounts payable *365) / Cost of goods/services procured Purchases from trading houses as % of total purchases Purchases from top 10 trading houses as % of total purchases from trading houses Number of trading houses where purchases are made from Sales to dealers / distributors as % of total sales Number of dealers / distributors to whom sales are made Sales to top 10 dealers / distributors as % of total sales to dealers / distributors Share of RPTs (as respective %age) in - <ul style="list-style-type: none"> • Purchases • Sales • Loans & advances • Investments 	Principle 1, Question 8 of Essential Indicators Principle 1, Question 9 of Essential Indicators	Boundary of assurance covers data from April 1, 2023 to March 31, 2024. This data is from 32 Indian offices and 8 international offices.

14. Name of assurance provider

DNV Business Assurance India Pvt Ltd

15. Type of assurance obtained

Reasonable Assurance for Core Attributes

II. Products/services
16. Details of business activities (accounting for 90% of the turnover):

Sr. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Transportation	The global customers of LTTs in this business vertical include top OEMs (original equipment manufacturers) and Tier 1 suppliers across the Automotive, Trucks & Off-Highway Vehicles and Aerospace segments. LTTs provides strong expertise across SDV, ADAS & Safety Systems, EACV, Infotainment & Driver Information Systems, Body Electronics & Comfort Systems, Aerospace Aftermarket Services, Inflight Entertainment & Communication Services, among others.	32.8%
2	Industrial Products	LTTs industrial products offerings span across Industrial machinery and building automation, Electrical drives and power utilities, machinery and handling equipment. This translates into a robust presence across building automation, home and office product design, energy management, process control, and machinery design.	16.9%
3	Telecom & Hi-tech	LTTs offers engineering services and solutions across five key segments: Telecom, Consumer Electronics, Semiconductor, ISV, and Media & Entertainment. LTTs' engineers are leveraging emerging technologies including AI, SDX, and cybersecurity, to unlock new value paradigms for global customers.	26.4%
4	Plant Engineering	LTTs' comprehensive chip-to-cloud capabilities – from design and engineering to project management – help drive delivery, maintenance, and sustenance of bespoke solutions for a global Plant Engineering clientele. With its focus on Engineering, Procurement, and Construction Management (EPCM), the Company supports every phase of a plant's lifecycle management through its industry-leading consulting-driven approach and multi-geography Value Engineering Centers.	14.0%
5	Medical Devices	LTTs helps enable remote medical care, ensure regulatory compliances and approvals (QARA), transform in-vitro diagnostics, drive new age AI-enabled solutions and surgical services, facilitate software-defined wellness journeys, and streamline the growing adoption of the Medical Internet of Things (MIoT).	9.8%

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

Sr. No.	Product/Service	NIC Code	% of total Turnover contributed
	To Provide a range of Engineering Services and related technologies in the areas of Embedded Systems, Mechanical etc and to act as a services provider to companies in India and abroad	620	100%

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

Location	Number of plants	Number of offices	Total
National		23	23
International		46	46

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

Locations	Number
National (No. of States)	24
International (No. of Countries)	60

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

78.1%

19.c. A brief on types of customers

LTTs caters to a wide range of customers across industries and creates targeted partnership models that address specific challenges and business goals. The Company has a customer base covering 57 of the world's top 100 ER&D companies across 5 Major segments:

- **Transportation:** Our global customers in the transportation sector are the top Original Equipment Manufacturers (OEMs) and Tier 1 suppliers across the Automotive, Trucks & Off-Highway vehicles and the Aerospace sector
- **Telecom & Hi-Tech:** We offer engineering services and solutions for five key segments: Telecom, Consumer Electronics, Semiconductor, ISV and Media & Entertainment. LTTs' team of experts that work across the value chain to provide digital services and solutions for Communications Service Providers, Networking and Technology System Operators, OEMs, and chipset makers.
- **Industrial Products:** Our varied global customers who seek for services across building automation, home and office product design, energy management, process control, machinery design and digital manufacturing.
- **Plant Engineering:** LTTs provides end-to-end solutions across designing, engineering, project management, handover operations and the delivery and maintenance of customized digital solutions. As a leading Engineering, Procurement, and Construction Management (EPCM) services specialist, we support all key stages across a modern plant life-cycle — from conceptualization to commissioning for our global customers.
- **Medical Devices:** We help medical device OEMs worldwide accelerate product development cycles, reduce time to market, deliver sustained value engineering, and ensure seamless multi-geography compliant product launches. LTTs collaborates with leading global medical device manufacturers and healthcare providers to offer solutions around remote medical care, regulatory compliances, and approvals, invitro diagnostics, patient mobility solutions, surgical services, home healthcare, and Medical Internet of Things (MIoT).

IV. Employees**20. Details as at the end of Financial Year:****20.a. Employees and workers (including differently abled):**

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
EMPLOYEES						
1.	Permanent (D)	21,271	16,750	79%	4,521	21%
2.	Other than Permanent (E)	2,772	2,109	76%	663	24%
3.	Total Employees (D+E)	24,043	18,859	78%	5,184	22%
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

20.b. Differently abled Employees and workers:

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
DIFFERENTLY ABLED EMPLOYEES						
1.	Permanent (D)	25	23	92%	2	8%
2.	Other than Permanent (E)	7	7	100%	0	0%
3.	Total differently abled employees (D+E)	32	30	94%	2	6%

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)	NA	NA	NA	NA	NA
5.	Other than Permanent (G)	NA	NA	NA	NA	NA
6.	Total differently abled workers (F + G)	NA	NA	NA	NA	NA

21. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B/A)
Board of Directors	12	2	16.7%
Key Management Personnel	2	1	50%

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

	FY 24 (Turnover rate in current FY)			FY 23 (Turnover rate in previous FY)			FY 22 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
	Permanent Employees	24.0%	25.2%	24.2%	32.5%	33.2%	32.7%	31.0%	32.9%
Permanent Workers	NA	NA	NA	NA	NA	NA	NA	NA	NA

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

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

S. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	L&T Thales Technology Services Private Limited	Subsidiary	74%	Y
2	L&T Technology Services LLC	Subsidiary	100%	Y
3	L&T Technology Services (Canada) Limited	Subsidiary	100%	Y
4	Graphene Solutions Pte. Ltd	Subsidiary	100%	Y
5	Graphene Solution SDN. BHD	Subsidiary	100%	Y
6	Graphene Solutions Taiwan Limited	Subsidiary	100%	Y
7	L&T Technology Services (Shanghai) Co. Ltd	Subsidiary	100%	Y
8	L&T Technology Services Poland spółka z ograniczoną odpowiedzialnością	Subsidiary	100%	Y

VI. CSR Details

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

Yes

24. (ii) Turnover (in Rs.)

96,473 million

24. (iii) Net Worth (in Rs.)

56,821 million

VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 24			FY 23		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	ltts.com/about-us/csr	0	0	No Complaints	0	0	No Complaints
Investors (other than shareholders)	https://www.ltls.com/investors/investor-services	0	0	No Complaints	0	0	No Complaints
Shareholders	https://www.ltls.com/investors/investor-services	90	0	No Complaints outstanding	420	1	
Employees and workers	https://www.ltls.com/investors/corporate-governance	0	0	No Complaints	0	0	No Complaints
Customers	Yes. Escalation mechanisms are defined in individual Client contracts and addressed as per LTTS Quality policy	0	0	No Complaints	0	0	No Complaints
Value Chain Partners	Yes. Escalation mechanisms are defined in individual Vendor contracts and addressed as per LTTS Quality	0	0	No Complaints	0	0	No Complaints
Other (please specify)							

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

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

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Business Ethics and Corporate Governance	Risk	Ethics and Integrity is one of our Core Values which governs every decision, action and future growth areas. Compliance with local and international laws, ethical guidelines and operating with integrity and social responsibility are important to maximise value for all stakeholders including investors, employees, shareholders, customers, suppliers, the environment, and the community. Unethical business practices can lead to regulatory and/or legal repercussions leading to financial and reputational damages	LTTS has a mature Risk management program that is agile while ensuring compliance, governance, and accountability. This helps LTTS in taking optimal decisions for the benefit of all stakeholders. LTTS have implemented employee code of conduct and is reinforced through periodic training. In addition, LTTS has implemented a strong anti-corruption and anti-bribery policy. Whistle blower policy and Ethics-line are channels to resolve any disputes / complaints. Compliance portal is implemented to track all global compliance applicable to the Company.	Negative

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
2	Talent management and employee wellbeing	Opportunity / Risk	<p>Talent Management is crucial success factor for the Company. Highly motivated employees and continuous improvement in their performance are necessary for the Company to succeed and create value for stakeholders.</p> <p>Employee health, safety and well-being is critical for the employees to remain motivated and perform at their best.</p> <p>Rapid evolution of newer technologies requires continuous up-skilling to match the pace of demands of the business.</p> <p>Ability to retain highly skilled & motivated employees by continuous upskilling, and reskilling would help keep talent attrition in check and attract new talent.</p> <p>It is important to create an environment that is safe, and the employees have the confidence, trust, and safety to report on any kind of discrimination or harassment at the workplace.</p>	<p>LTTTS has employee-centric policies, skill enhancement programs, rewards and recognition schemes, and engagement programs that encompass technical and non-technical aspects. These initiatives encourage our employees to reach their full potential and thrive.</p> <p>To cater to the dynamic ER&D industry, LTTTS aims to attract candidates with specialised skills and qualifications. Our strategic partnerships with leading educational institutes enable us to address project-specific hiring needs efficiently.</p> <p>LTTTS aims to enhance individual development and effectiveness by creating a thriving learning culture through strategic alignment, thorough diagnosis, and targeted interventions.</p> <p>These initiatives support the organisation's commitment to employee growth and talent development.</p> <p>Employee wellbeing is a top priority for LTTTS. LTTTS fosters a positive work environment.</p> <p>LTTTS has amplified the reach and effectiveness of holistic wellness initiatives with regards to physical and mental well-being</p> <p>LTTTS has Implemented Occupational Health and Safety Management System, adhering to ISO 45001:2018 standards</p>	Positive and Negative

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
3	Data Privacy and Cybersecurity	Risk	Compliance requirements of GDPR in Europe and similar legislations in other countries carry severe consequences on non-compliance or breach. Such consequences can result in substantive liabilities, fines, penalties, and impact on reputation. Complexities of digital ecosystems can result in the increased risk of cybersecurity threats, security vulnerabilities and cybersecurity incidents which can further lead to business disruptions, impact client service delivery, unauthorized disclosure of sensitive information, etc.	LTTTS has implemented comprehensive Information Security Management System (ISMS) to ensure cybersecurity preparedness with mandatory employee training. Established managed defence, security monitoring and incident response process to detect and respond to cybersecurity threats and incidents. LTTTS has developed a structured global data privacy framework to manage the current and emerging data privacy compliance requirements. LTTTS has implemented a personal data breach response and mitigation plan in alignment with applicable data protection laws. LTTTS has embedded privacy by design as a backbone for new systems and applications.	Negative
4	Technology, Innovation, and opportunities	Opportunity	Inability to innovate and develop new services and solutions to keep up with customer expectations and evolving technologies which could result in lower business growth traction.	LTTTS continuously explores opportunities in new technologies by way of investments for solution and competency building. LTTTS also collaborates with customers for jointly exploring and developing new technological solutions in customer projects. Strategic collaborations with leading technology companies for training and capacity building on new age technologies. LTTTS invests in labs such as technology labs, Innovation labs, etc. and Centers of Excellence (CoE), which are focused towards building cutting edge technologies.	Positive

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
5	Sustainable business and quality	Opportunity	<p>A sustainable business performance enables the company to create value for all stakeholders. The company follows a prudent approach within an adequate Risk management framework for a sustainable business growth.</p> <p>A robust Quality management system provides a robust framework for global delivery of engineering & R&D services. This has enabled it to win various prestigious awards and accolades, high percentage of repeat orders due to confidence of our customers on our capabilities and quality of services</p>		Positive
6	Diversity and Inclusion	Opportunity / Risk	<p>A diverse and inclusive workplace boosts the Company's reputation, help attract top talent, and fuels business growth and success. Diverse teams bring in different perspectives and help us build better solutions. By being more diverse and inclusive, the company can experience higher innovation, improved resilience in times of crisis, and a more engaged workforce. A lack of inclusion can affect teams' potential to respect differences and collaborate meaningfully.</p>	<p>LTTTS has clear policies, processes, and governance structure to oversee the performance in this aspect. On-going awareness sessions on Diversity and Inclusion including Disability Sensitization. Focussed initiatives (WINGS), support forums and training and mentorship of women to help them grow in their careers</p>	Positive

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
7	Environmental Management - Climate strategy, emission, water and waste management	Opportunity/ Risk	Climate change risks has led to a growing requirement of disclosures, commitments, and action towards reducing carbon emissions. Increased water consumption and waste generation would lead to already stressed water availability and environmental issues related to landfills in cities that we operate in. Growing requirement to mitigate environmental impact by our customers would require making changes in their processes. This presents us with a unique opportunity to provide dedicated sustainability services to our customers.	At LTTS there are various ongoing initiatives to reduce emissions, reduce consumption of energy and water and improve our waste recycling processes. LTTS has taken active efforts to increase awareness amongst employees and partners. LTTS also has active CSR initiatives that help alleviate climate change impacts in the society that also help the vulnerable groups.	Positive
8	Community Development	Opportunity	Empowering communities that we operate accrue direct and indirect economic benefits often leading to a multiplier effect in the society especially the vulnerable groups.		Positive

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Policy and management processes									
1. a. Whether your entity's policy/ policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
b. Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
c. Web Link of the Policies, if available	https://www.ltts.com/investors/corporate-governance								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
4. Name of the national and international codes/certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	ISO 27001, ISO 14001 & ISO 45001	ISO 45001	ILO Standards	SA 8000	ISO 14001, SA 8000	ISO 50001		SA 8000	
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.							(a)		
6. Performance of the entity against the specific commitments, goals, and targets along with reasons in case the same is not met							(a)		

(a) Carbon & Water Neutrality by 2030. Reduction of of Scope 1+2 emissions by 7.4 % year on year.

Governance, leadership and oversight

7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)

As the largest pure-play ER&D services company based out of India, LTTS recognizes its role as a steward of the environment. Embracing the transformative potential of technology to drive positive change, we aim at "engineering a sustainable tomorrow through technology and innovation." LTTS proactively embraces and implements robust initiatives aimed at advancing sustainability objectives for our diverse global clientele. These initiatives encompass a strategic focus on product circularity, water and waste management, energy transition and optimization, environmental stewardship, climate action, cutting-edge digital solutions, and sustainability-centric advisory services. We remain committed to pioneering sustainable enterprise transformations leveraging digital technologies and ushering in new value paradigms. Your continued support and encouragement are invaluable as we forge ahead in engineering the next frontiers of profitable, inclusive, and sustainable growth.

Amit Chadha

CEO & Managing Director, LTTS

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

Name: Mr Amit Chadha

Designation: CEO & Managing Director

9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.

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

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

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Performance against above policies and follow up action	Y	Y	Y	Y	Y	Y	Y	Y	Y									Annually
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Y	Y	Y	Y	Y	Y	Y	Y	Y									Annually

11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.

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

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

Disclosure Question	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.	Y	Y	Y	Y	Y	Y	Y	Y	Y

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

Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
The entity does not consider the Principles material to its business (Yes/No)									
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or/human and technical resources available for the task (Yes/No)									
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									

SECTION C: MANAGEMENT AND PROCESS DISCLOSURES**PRINCIPLE 1: Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.****I. Essential Indicators****1. Percentage coverage by training and awareness programmes on any of the Principles during the financial year:**

Segment	Total number of training and awareness programs held	Topics /principles covered under the training and its impact	%age of persons in respective category covered by the awareness programs
Board of Directors	8	Business, Strategy, risk and update of laws	100%
Key Managerial Personnel	8	Business, Strategy, risk and update of laws	100%

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
Employees other than BoD and KMPs	3,444	Agile Methodology, Design Thinking for Innovation, Awareness of Finance (Cost Management), Supervised Machine Learning: Classification, MDP – CORElevate - Power Bi, Finance Basics (HBR 20-Minute Manager Series), 10 Steps to Successful Business Writing etc	92.6%
Workers	-	-	-

2. **Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year, in the following format (Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity's website):**

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

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

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

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

Yes, Anti-corruption and anti-bribery policy is available on the company website - <https://www.lttts.com/sites/default/files/investors/corporate-gov/pdf/Global-ABAC-Statement.pdf>

Following are the key points of the policy:

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

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

	FY 24	FY 23
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	NA	NA

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

	FY 24		FY 23	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	NA	0	NA
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	NA	0	NA

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

NA

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

	FY 24	FY 23
Number of days of accounts payables	177	202

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

Parameter	Metrics	FY 24	FY 23
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	0%	0%
	b. Number of trading houses where purchases are made from	0%	0%
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	0%	0%
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	NA	NA
	b. Number of dealers / distributors to whom sales are made	NA	NA
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	NA	NA
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	12.4%	6.0%
	b. Sales (Sales to related parties / Total Sales)	3.3%	1.4%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	3.3%	70.7%
	d. Investments (Investments in related parties / Total Investments made)	1.7%	1.1%

II. Leadership Indicators

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

Total number of awareness programs held	Topics/principles covered under the training	%age of value chain partners covered under the awareness programs (by the value of business done with such partners)
108	Basic Life support and first aid, Self-Discipline & Emergency Duty Awareness, Patrolling Duty Briefing, Fire & Safety Briefing, Food product Labelling, Self-Discipline & Emergency Duty Awareness etc	100%

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

The Company has processes for management of conflict of interests involving members of the Board which may arise due to Directors joining the Boards of other companies, and even conflicts which would take place in the course of normal business activities. The process allows the Directors to recuse themselves from the discussions pertaining to the conflict of interest. The Directors must exercise their responsibilities in a bona fide manner in the interest of the Company, should not allow any extraneous considerations that may vitiate their exercise of objective independent judgment in the paramount interest of the Company and not abuse their position to the detriment of the Company for the purpose of gaining direct or indirect personal advantage. Any conflict of interest arising with the Board Members needs to be reported to the Chairman of the Audit Committee/Chairman of the Board

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

I. Essential Indicators

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

	FY 24	FY 23	Details of improvements in environmental and social impacts
R&D	-	-	-
Capex	0.1%	0.2%	LTTS has installed efficiency improvement equipment in HVAC systems and replaced CFL lamps to LED lighting systems.

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

Yes

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

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

3. Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste.

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

4. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.

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

II. Leadership Indicators

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

NIC Code	Name of Product / Service	% of total Turnover contributed	The boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by an independent external agency (Yes/No)	Results communicated in the public domain (Yes/No) If yes, provide the web-link.
NA					

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

Name of Product / Service	Description of the risk / concern	Action Taken
NA		

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

Indicate input material	Recycled or re-used input material to total material	
	FY 24	FY 23
NA	NA	NA

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

	FY 24			FY 23		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	0	0	0	0	0	0
E-waste	0	0	0	0	0	0
Hazardous waste	0	0	0	0	0	0
Other waste	0	0	0	0	0	0

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

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in the respective category
NA	NA

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

I. **Essential Indicators**

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

Category	Total (A)	% of employees covered by									
		Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent employees											
Male	16,750	16,750	100%	16,750	100%	0	0%	16,750	100%	16,750	100%
Female	4,521	4,521	100%	4,521	100%	4,521	100%	0	0%	4,521	100%
Total	21,271	21,271	100%	21,271	100%	4,521	21%	16,750	79%	21,271	100%
Other than Permanent employees											
Male	2,109	1,345	64%	1,345	64%	0	0%	1,345	64%	1,345	64%
Female	663	532	80%	532	80%	532	80%	0	0%	532	80%
Total	2,772	1,877	68%	1,877	68%	532	19%	1,345	49%	1,877	68%

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

Category	Total (A)	% of workers covered by									
		Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent workers											
Male	0	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	0	0
Other than Permanent workers											
Male	0	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	0	0

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

	FY 24	FY 23
Cost incurred on well-being measures as a % of total revenue of the company	0.5%	0.6%

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

Benefits	FY 24			FY 23		
	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	91.2%	NA	Y	92.6%	NA	Y
Gratuity	79%	NA	Y	79.5%	NA	Y
ESI	0.2%	NA	Y	0.4%	NA	Y
Others –please specify	100% of eligible employees	NA	Y	100% of eligible employees	NA	Y

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

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

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

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

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

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	99.5%	88.9%	0	0
Female	49.2%	86.5%	0	0
Total	85.5%	88.6%	0	0

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

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	NA
Other than Permanent Workers	NA
Permanent Employees	Yes, All employees are given access to EthicsLine portal to lodge their grievances on which further actions as necessary are taken.
Other than Permanent Employees	Yes, All employees are given access to EthicsLine portal to lodge their grievances on which further actions as necessary are taken.

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

Category	FY 24			FY 23		
	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	21,271	0	0%	19,773	0	0%
Permanent Employees						
- Male	16,750	0	0%	15,372	0	0%
- Female	4,521	0	0%	4,401	0	0%
Total Permanent Workers	-	-	-	-	-	-
- Male	-	-	-	-	-	-
- Female	-	-	-	-	-	-

8. Details of training given to employees and workers:

Category	FY 24					FY 23				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Male	18,859	7,152	37.9%	9788	51.9%	17,347	5,380	31.0%	7,235	41.7%
Female	5,184	1,307	25.2%	2896	55.9%	5,031	1,515	30.1%	2,367	47.0%
Total	24,043	8,459	35.2%	12684	52.8%	22,378	6,895	30.8%	9,602	42.9%
Workers										
Male	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	0

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

Category	FY 24			FY 23		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees						
Male	18,859	15,036	79.7%	17,347	13,280	76.6%
Female	5,184	3,832	73.9%	5,031	3,487	69.3%
Total	24,043	18,868	78.5%	22,378	16,767	74.9%
Workers						
Male						
Female						
Total						

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

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

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

LTTTS identifies hazards and risks in accordance with the HIRA (Hazard Identification and Risk Assessment Register) process to fulfil applicable environmental standards and any other compliance requirements. The process to evaluate hazards and risk operation control include regular inspection (to measure unsafe conditions and unsafe acts), internal audits, Management Review Meetings, Mock drills. Mitigation plan and controls are provided to eliminate the identified hazards and risks.

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

Yes

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

Yes

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

Safety Incident/Number	Category	FY 24	FY 23
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	NA	NA
Total recordable work-related injuries	Employees	0	0
	Workers	NA	NA
No. of fatalities	Employees	0	0
	Workers	NA	NA
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	NA	NA

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

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

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

	FY 24			FY 23		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	0	0	NA	0	0	NA
Health & Safety	0	0	NA	0	0	NA

14. Assessments for the year:

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

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

No such incidents has taken place during the year.

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

Employees - Yes

Workers - Not Applicable

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

All applicable statutory provisions including payment and deduction of statutory dues are incorporated in the contract agreement with the value chain partners. The Company obligates that the vendors must maintain accurate books and records that comply generally accepted accounting principles and applicable laws and regulations.

3. Provide the number of employees / workers having suffered high consequence work related injury / ill-health / fatalities (as reported in Q11 of Essential Indicators above), who have been 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 24	FY 23	FY 24	FY 23
Employees	NA	NA	NA	NA
Workers	NA	NA	NA	NA

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

No

5. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	2.1%
Working Conditions	2.1%

LTTS' HSE guidelines and Supplier Code of Conduct (SCoC) are included in the Vendor evaluation and Purchase order for all vendors to accept. Some critical suppliers such as regulated waste disposal services (e-waste, hazardous waste, battery wastes), water suppliers, food suppliers for cafeteria and similar suppliers undergo legal due diligence and site inspection before a purchase order is released. The procurement team ensures that SCoC acceptance is done by vendors and all compliances are in place for which a tracker is maintained. LTTS also conducts periodic audits/review of processes/documents of on-boarded vendors for health and safety practices and working conditions. On a monthly basis statutory compliances like WC policy, ESIC are being checked.

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

No major risk has been identified during the year

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

I. Essential Indicators

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

LTTS has identified its key internal and external stakeholders through a deliberate and comprehensive process, involving the senior leadership team. This process involved assessing various stakeholder groups and evaluating their potential impact on the company. The importance of each group was carefully considered through a series of deliberations and via quantitative and qualitative evaluation taking into account factors such as their influence and potential impact. LTTS have identified 6 important stakeholder groups and the basis for identification is as follows:

Customers: Customers play an important role in the revenue generation and by extension the business plans of the company. It is important to build a long term relation with our clients and get repeat business when possible.

Employees: LTTS has a workforce of 24,000+ skilled employees. They are the backbone of our services and interaction with all other stakeholders. The upskilling and wellbeing of employees is therefore important for the overall performance of the company.

Partners & Suppliers: Partners and suppliers play an important role in providing the necessary support for extension of our operations by way of sub-contracting, providing equipment, services and technical expertise.

Investors and Shareholders: Financial resources provided by shareholders and investors play a significant role in the company's success. They play an important role in the company's business plans by exercising their voting rights.

Communities: LTTS supports under-privileged sections of the society around its major areas of operations by mobilizing the socio economic development in the region.

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

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS,Newspaper, Pamphlets, Advertisement, Community Meetings,Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others - please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Customers	No	<ul style="list-style-type: none"> Customer Meets Annual report Quarterly report Customer satisfaction surveys Customer experience centers 	As and when required	<ul style="list-style-type: none"> Better services Competitive Pricing and product quality Optimizing environmental performance
Employees	No	<ul style="list-style-type: none"> Transparent performance management systems Skill development, career development and welfare initiatives Inter departmental and in-house magazines Townhalls Celebratory events 	As and when required	<ul style="list-style-type: none"> Ethical practices Employee safety and wellbeing Work life balance and career growth

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others - please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Suppliers	No	<ul style="list-style-type: none"> Supplier workshops and conferences Supplier location visits Annual Report / Sustainability Reports 	As and when required. Annual Supplier location visits as applicable	<ul style="list-style-type: none"> Stronger partnerships Fair Business Practices Governance
Communities	Yes	<ul style="list-style-type: none"> CSR initiatives CSR report Collaboration with various NGOs, academic institutions, rural development organizations 	As and when required	<ul style="list-style-type: none"> CSR engagement activities Community development initiatives Generating livelihood
Investors and shareholders	No	<ul style="list-style-type: none"> Annual report Quarterly report Media Website Annual General Meeting Investor Conference and Roadshows 	As and when required	<ul style="list-style-type: none"> Growth and profitability Operational efficiency Future expansion strategies
Regulators / government authorities	No	<ul style="list-style-type: none"> Regulatory compliance reporting Industry bodies memberships Stock Exchange filings, Annual reports Quarterly reports Media Website 	As and when required	<ul style="list-style-type: none"> Transparency and ethics Regulatory Compliance Timely and transparent reporting

II. Leadership Indicators

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

The Company has set up various committees on economic, sustainability, governance and performance monitoring. These committees are CSR Committee, Risk Management Committee, Stakeholder's Relationship Committee, Investor Cell, HSE Council, etc. The CSR Committee is a committee constituted by the Board and is chaired by an Independent Director. The Risk Management Committee is constituted by the Board and is chaired by an Independent Director. The Stakeholders' Relationship Committee is constituted by the Board and is chaired by an Independent Director. The other Committees mentioned here are internally constituted committees. Quarterly performance update and reviews were conducted by the respective committees on these topics and consolidated performance report and outcome were presented to the Board in their quarterly meetings. Also, the Company has been conducting stakeholder engagement exercise from time to time on ESG topics. This stakeholder engagement exercise proceeds on a structural approach on frequency, delegation and reporting of outcome including stakeholders' feedback to the Board. As per their respective terms of reference, the various Committees (statutory as well as internal) meet periodically to review the performance of the Company in various areas.

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

Yes, outcome of the materiality assessment and stakeholder engagement exercise are taken forward to identify material topics of concern on sustainability for the Company. Based on these material topics of significance to the Company, further strategy development, policy setting, if required, objectives and goal setting with monitoring mechanism are developed and implemented.

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

Vulnerable Group	Concerns	Action Taken	Impact
Rural and tribal underprivileged communities	Lack of proper solid waste management, renewable energy, and sustainable agriculture.	Engaged local communities in maintaining native species, solar powers drinking water systems, recycling and reuse of solid waste into useful products, introduction to sustainable agriculture.	6,715
Rural underprivileged communities	Drought, unregulated water management, poor agricultural practices	Integrated watershed management, restoration of water bodies,	2,344
Rural underprivileged communities	Limited access to quality healthcare	Mobile Healthcare service launched. Community treated for basic ailments, cancer prevention, awareness and screening, nutritious food for malnourished,	44,116
Underprivileged children, including children from tribal community	Lack of access to quality education	Scholarship support to Tribal students, digital classroom program, hands-on practical science learning, Interactive STEM (Science, technology, engineering & math) project-based pedagogy, school upgradation and infrastructure development.	17,776
Disadvantaged rural youth, students and women, including youth with disabilities	Lack of employment & livelihood opportunities	Skill development for unemployed youth, tribal women, artisans, disabled youth, Skills training, revival of traditional art, vocational training	5,967
Differently abled individuals	Lack of opportunity	infrastructure support and sports training for differently abled.	152

PRINCIPLE 5: Businesses should respect and promote human rights

I. Essential Indicators

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

Category	FY 24			FY 23		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
Employees						
Permanent	21,271	12601	59.2%	19,773	7,878	39.8%
Other than permanent	2,772	2,772	100%	2,605	2,605	100%
Total Employees	24,043	15,373	63.9%	22,378	10,483	46.8%
Workers						
Permanent	0	0	0	0	0	0
Other than permanent	0	0	0	0	0	0
Total Workers	0	0	0	0	0	0

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

Category	Total (A)	FY 24				Total (D)	FY 23			
		Equal to Minimum Wage		More than Minimum Wage			Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Permanent	21,271	0	0%	21,271	100%	19,773	0	0%	19,773	100%
Male	16,750	0	0%	16,750	100%	15,372	0	0%	15,372	100%
Female	4,521	0	0%	4,521	100%	4,401	0	0%	4,401	100%
Other than Permanent	2,772	0	0%	2,772	100%	2,605	0	0%	2,605	100%

Category	FY 24					FY 23				
	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)
Male	2,109	0	0%	2,109	100%	1,975	0	0%	1,975	100%
Female	663	0	0%	663	100%	630	0	0%	630	100%
Workers										
Permanent	0	0	0	0	0	0	0	0	0	0
Male	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0
Other than Permanent	0	0	0	0	0	0	0	0	0	0
Male	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0

3. Details of remuneration/salary/wages

3.a. Median remuneration / wages:

	Male		Female	
	Number	Median remuneration/ salary/ wages of the respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	9	48,50,996	2	19,87,500
Key Managerial Personnel	1	3,51,90,622	1	49,22,119
Employees other than BoD and KMP	16,584	10,18,668	4,477	7,12,800
Workers	NA	0	NA	0

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

	FY 24	FY 23
Gross wages paid to females as % of total wages	21.7%	22.6%

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

Yes

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

All grievances related to Human Rights by employees are addressed as and when received by the HR via Ethicsline. Other stakeholder's grievances related to Human Rights are received directly by teams like Investor Relations, CSR, compliance teams whose contact details are publicly available on LTTTS website. All the grievances received are duly investigated and appropriate actions are taken to resolve the issue/complaint. Whenever required, disciplinary actions are initiated as deemed fit and assistance from regulatory authority is sought as necessary. Additionally, anybody can make protected disclosures under the company's Whistle Blower policy where representations are reviewed and appropriate action is taken on substantiated violations.

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

	FY 24			FY 23		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	8	1		1	0	
Discrimination at workplace	0	0		0	0	
Child Labour	0	0		0		
Forced Labour/Involuntary Labour	0	0		0	0	
Wages	0	0		0	0	
Other human rights related issues	0	0		0	0	

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

	FY 24	FY 23
Total Complaints reported under Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	8	1
Complaints on POSH as a % of female employees/workers	0.1%	0.02%
Complaints on POSH upheld	0	0

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

The Company has a Whistle Blower Policy wherein the employees report, without fear of retaliation, any wrong practices, unethical behaviour or noncompliance which may have a detrimental effect on the organisation, including financial damage and impact on brand image. Also, the Code of Conduct of the Company requires employees to behave responsibly in their action and conduct. Apart from that, the Company has Committees at every location for the protection of women at workplace to ensure their rights, receive grievances, conduct investigation and to take actions.

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

Yes

10. Assessments for the year:

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

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

No such risk were identified.

II. Leadership Indicators

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

NA

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

The Company adheres to the UNGC (United Nation Global Compact) principles which include Human Rights clauses. These clauses are part of the Company's contracts in the form of Supplier/Vendor Code of Conduct (CoC) and is extended across entire value chain. Fostering a culture of caring and trust are embedded in various corporate policies like Environment, Health & Safety (EHS) Policy, Whistle-Blower policy, Protection of Women's Rights at Workplace Policy and the CoC. The Company has laid down its CoC, which is applicable to Board members, senior management and employees. The objective is to be committed and vigilant towards the ethical conduct of business processes and instil a sense of ownership within the Company. All designated employees, including Board Members, adhere to the CoC and provide an annual declaration of their compliance. The Code covers all aspects of functioning, including anti-trust behaviour, information security, insider trading rules, professional engagements, use of Company assets and brand logo, intellectual property, human rights etc. A separate CoC has been extended to vendors and service providers which covers the need for compliance with environmental regulations, health and safety, labour practices, ethical behaviour, human rights aspects, minimum wages, freedom of association, collective bargaining, prohibition of child labour and forced and compulsory labour. The Company is committed to treating every employee with dignity and respect. The Company has formulated a policy on 'Protection of Women's Rights at Workplace' as per the provisions of the Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act, 2013 and Rules, 2013. The policy is applicable to all LTTs offices located in India.

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

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

4. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	100
Discrimination at workplace	100
Child Labour	100
Forced Labour/Involuntary Labour	100
Wages	100
Others – please specify	100

100% of our suppliers were evaluated in FY 24 basis our Vendor Code of Conduct. All value chain partners are expected to adhere to the Vendor Code of Conduct, which does not tolerate any form of sexual harassment, discrimination, child labour, any form of forced labour, Lawful Employment, Freedom of Association, Working hours, Wage and Benefits. Such covenants also form part of our Purchase orders.

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

No such risk were identified

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

I. Essential Indicators

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

Parameter (in GJ)	FY 24	FY 23
From renewable sources		
Total electricity consumption (A)	23,383.9	5,260.3
Total fuel consumption (B)	0	0
Energy consumption through other sources (C)	0	0
Total energy consumed from renewable sources (A+B+C)	23,383.9	5,260.3
% Renewable	22.9%	5.9%
From non-renewable sources		
Total electricity consumption (D)	76,898.1	82,290.1
Total fuel consumption (E)	1,679.4	2,591.6
Energy consumption through other sources (F)	0	0
Total energy consumed by non-renewable sources (D+E+F)	78,577.5	84,881.7
Total energy consumed (A+B+C+D+E+F)	1,01,961.5	90,142
Energy intensity per Million Rupee of turnover (Total energy consumed / Revenue from operations)	1.06	1.02
Energy intensity per Million USD of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	23.67	22.67
Energy intensity in terms of physical output	NA	NA
Energy intensity (optional) – the relevant metric may be selected by the entity		

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

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

Yes Third Party Assurance has been conducted by DNV Business Assurance India Pvt Ltd

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

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

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

Parameter	FY 24	FY 23
Water withdrawal by source (in kiloliters)		
(i) Surface water	2,35,665	1,66,313
(ii) Groundwater	34,158	18,469
(iii) Third-party water	9,368	4,844
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kiloliters) (i + ii + iii + iv + v)	2,79,191	1,89,626
Total volume of water consumption (in kiloliters)	2,79,191	1,89,626
Water intensity per Million Rupee of turnover (Total water consumption / Revenue from operations)	2.89	2.15
Water intensity per Million USD of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	64.83	47.69
Water intensity in terms of physical output	NA	NA
Water intensity (optional) – the relevant metric may be selected by the entity		

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

Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency Yes third party assurance provided by DNV Business Assurance India Pvt Ltd

4. Provide the following details related to water discharged:

Parameter	FY 24	FY 23
Water discharge by destination and level of treatment (in kiloliters)		
(i) To Surface water	0	0
- No treatment	0	0
- With treatment – please specify the level of treatment	0	0
(ii) To Groundwater	0	0
- No treatment	0	0
- With treatment – please specify the level of treatment	0	0
(iii) To Seawater	0	0
- No treatment	0	0
- With treatment – please specify the level of treatment	0	0
(iv) Sent to third-parties		
- No treatment	1,200	695
- With treatment – please specify the level of treatment. Primary, secondary and tertiary treatment of water	144	0
(v) Others	0	0
- No treatment	0	0
- With treatment – please specify the level of treatment *	0	0
Total water discharged (in kiloliters)	1,344	695

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

Yes Third party assurance by DNV Business Assurance India Pvt Ltd

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

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

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

The Company's Indian campuses are leased premises which have STP facilities and the treated wastewater is reused as appropriate. The Company will be initiating process of conducting comprehensive water audits of these facilities and will come out with a suitable policy to minimise liquid discharge. The Company has also pledged to become Water Neutral in its operations by 2030.

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

Parameter	Please specify unit	FY 24	FY 23
NOx	kg/year	339.0	180.3
SOx	kg/year	102.2	77.1
Particulate matter (PM)	kg/year	236.6	99.4
Persistent organic pollutants (POP)			
Volatile organic compounds (VOC)			
Hazardous air pollutants (HAP)			
Others – please specify			

Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency Yes. Third party assurance by DNV Business Assurance India Pvt Ltd

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

Parameter	Unit	FY 24	FY 23
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	247	496
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	16,950	18,075
Total Scope 1 and Scope 2 emission intensity per Million Rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Mn. Revenue from operations)	Metric tonnes of CO ₂ equivalent per million INR turnover	0.18	0.21
Total Scope 1 and Scope 2 emission intensity per Million USD of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	Metric tonnes of CO ₂ equivalent per million USD turnover adjusted for PPP	3.99	4.67
Total Scope 1 and Scope 2 emission intensity in terms of physical output		NA	NA
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity		NA	NA

Scope 1 in MT: 73013.7 (Diesel Consumption in lit) * 2.51 (Emission factor for diesel)/1000 + 98.8 (Petrol Consumption in lit) * 2.1 (Emission factor for petrol)/1000 + 35 (fugitive emissions in kg) * 1810 (Emission factor for fugitive emissions)/1000.

Scope 2 in MT: 20746057.4 (Total grid electricity) * 0.82 (Emission factor for electricity) /1000

Source for S1 emission factors: Defra Conversion factors 2022: full set (for advanced users) - revised January 2023

Source for S2 emission factors: CEA: Baseline Carbon Dioxide Emission Database Version 19.0

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

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

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

Yes third party assurance by DNV Business Assurance India Pvt Ltd

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

The company has undertaken various projects to reduce its Scope 1 and scope 2 emissions. The Company has also declared its commitment to become carbon neutral by 2030. The company has also pledged under SBTi to take steps to reduce emissions so as to keep global warming limited to 1.5degree Celsius. One major project is to shift the sourcing of purchased electricity to Renewable energy.

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

Parameter	Unit of Measurement	FY 24	FY 23
Total waste generated			
Plastic waste (A)	Metric tonnes	0.00	0.00
E-waste (B)	Metric tonnes	4.40	14.70
Bio-medical waste(C)	Metric tonnes	0.40	0.60
Construction and demolition waste (D)	Metric tonnes	0.00	0.00
Battery waste (E)	Metric tonnes	0.00	19.80
Radioactive waste(F)	Metric tonnes	0.00	0.00
Other Hazardous waste. Please specify, if any (G)	Metric tonnes	0.00	0.00
- Tube Lights	Metric tonnes	0.00	0.00
- CFL Bulbs	Metric tonnes	0.00	0.00
- Used Oil:	Metric tonnes	0.00	0.00
- Oil-soaked cotton waste	Metric tonnes	0.00	0.00
- DG Filters	Metric tonnes	0.00	0.00
- Printing Ink/Cartridges	Metric tonnes	0.00	0.00
Other Non-hazardous waste generated (H). Please specify if any (Break-up by composition i.e. by materials relevant to the sector)	Metric tonnes	211.40	138.90
- Inorganic Waste			
Packaging waste (corrugated boxes & wood)	Metric tonnes	30.90	9.10
Paper waste	Metric tonnes	12.80	24.30
Scrap	Metric tonnes	35.30	22.50
- Organic Waste			
Dry leaves & garden waste	Metric tonnes	13.90	7.60
Food Waste	Metric tonnes	118.50	75.40
- Others	Metric tonnes	0.00	0.00
Total (A+B+C+D+E+F+G+H)	Metric tonnes	216.20	174.00
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	MT/million INR	0.0022	0.0020
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	MT/million USD	0.0500	0.0400
Waste intensity in terms of physical output		NA	NA
Waste intensity (optional) – the relevant metric may be selected by the entity			
For each category of waste generated, total waste recovered through recycling-using or other recovery operations			
Category of waste			
(i) Recycled			
Hazardous waste			
- E-waste	Metric tonnes	4.40	14.70
- Bio-medical waste	Metric tonnes	0.00	0.00
- Battery waste	Metric tonnes	0.00	0.00
Other Hazardous waste			
- Used oil	Metric tonnes	0.00	0.00
- Tube lights	Metric tonnes	0.00	0.00
-CFL	Metric tonnes	0.00	0.00
- Printing ink/Cartridges	Metric tonnes	0.00	0.00
Non-hazardous waste			
Inorganic waste			
- Packaging waste (corrugated boxes & wood)	Metric tonnes	30.90	9.10
- Paper waste	Metric tonnes	12.80	24.30
- Scrap	Metric tonnes	0.00	0.00
Organic waste			
- Dry leaves & garden waste	Metric tonnes	0.00	0.00
- Food Waste	Metric tonnes	0.00	0.00
- Others	Metric tonnes	0.00	0.00

Parameter	Unit of Measurement	FY 24	FY 23
(ii) Re-used	Metric tonnes	0.00	0.00
(iii) Other recovery operations	Metric tonnes	0.00	0.00
Total (i+ii+iii)	Metric tonnes	48.10	48.10
For each category of waste generated, total waste disposed by nature of disposal method			
Category of waste			
(i) Incineration		0.00	0.00
(ii) Landfilling		0.00	0.00
(iii) Other disposal operations			
Hazardous waste			
- E-waste	Metric tonnes	0.00	0.00
- Bio-medical waste	Metric tonnes	0.40	0.60
- Battery waste	Metric tonnes	0.00	19.80
Other Hazardous waste			
- Used oil	Metric tonnes	0.00	0.00
- Tube lights	Metric tonnes	0.00	0.00
- CFL	Metric tonnes	0.00	0.00
- Printing ink/Cartridges	Metric tonnes	0.00	0.00
Non-hazardous waste			
- Inorganic waste			
Packaging waste (corrugated boxes & wood)	Metric tonnes	0.00	0.00
Paper waste	Metric tonnes	0.00	0.00
Scrap	Metric tonnes	35.30	22.50
- Organic waste			
Dry leaves & garden waste	Metric tonnes	13.90	7.60
Food Waste	Metric tonnes	118.50	75.40
Others	Metric tonnes	0.00	0.00
Total (i+ii+iii)		168.10	125.90

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

DNV Business Assurance India Pvt Ltd

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

LTTS is certified under ISO 14001:2015 and the scope covers our major offices in India. Under the environmental management system, the Company has guidelines for comprehensive waste management (which is under revision now) for the identification, segregation, collection, recycling and final disposal. Wherever applicable the company follows 6R principles (Rethink, Reduce, Reuse, Recycle, Refuse and Repair) for waste management and to ensure that minimal amount of waste reach the landfills from our offices. Awareness sessions are undertaken for the employees who have a role and responsibility towards waste management. Performance is monitored and waste data is collected quarterly through the sustainability data management platform. The Company has tied up with waste recyclers and CPCB authorised waste disposers to manage waste.

We are disposing waste as per respective pollution control board norms.

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

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

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

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

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
NA					

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

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

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

II. 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:

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

Parameter	FY 24	FY 23
Water withdrawal by source (in kilolitres)		
(i) Surface water	11,300.0	9,107
(ii) Groundwater	33,888.6	18,469
(iii) Third-party water	6,583.9	1,005
(iv) Seawater / desalinated water	0	
(v) Others	0	
Total volume of water withdrawal (in kiloliters)	51,772.5	28,581
Total volume of water consumption (in kiloliters)	51,772.5	28,581
Water intensity per Million rupee of turnover (Water consumed / turnover)	0.54	0.32
Water intensity (optional) – the relevant metric may be selected by the entity		
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water		
- No treatment	0	0
- With treatment – please specify the level of treatment	0	0
(ii) Into Groundwater		
- No treatment	0	0
- With treatment – please specify the level of treatment	0	0
(iii) Into Seawater		
- No treatment	0	0
- With treatment – please specify the level of treatment	0	0
(iv) Sent to third-parties		
- No treatment	131.0	0
- With treatment – please specify the level of treatment	0	0

Parameter	FY 24	FY 23
(v) Others	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
Total water discharged (in kiloliters)	131.0	0

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

Yes Third party Assurance by DNV Business Assurance India Pvt Ltd

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

Parameter	Unit	FY 24	FY 23
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	53,478	51,007
Total Scope 3 emissions per Million Rupee of turnover	Metric tonnes of CO ₂ equivalent per Million INR turnover	0.55	0.58
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity		-	-

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

Yes Third party assurance by DNV Business Assurance India Pvt Ltd

3. With respect to the ecologically sensitive areas reported at Question 11 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.

Not Applicable

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

Sr.No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Energy Efficiency	Mysore campus have embraced sustainability by implementing energy-efficient systems, utilizing sustainable materials to reduce our carbon footprint, and optimize waste management. This includes the use of LED lighting, smart lighting controls, and energy-efficient appliances to reduce overall energy consumption.	By installing LED fittings, we have saved 9,900 kWh units during the reporting period.
2	Refrigerants re-placement	Phase wise replacement of R22 Refrigerant systems across all the campus	On going initiative. Reduction in emission of fugitive emissions.
3	Waste Reduction and Recycling	At Mysore, through automatic organic waste composter equipped with built-in shredding and curing capabilities, we effectively process and recycle the wet waste generated from our campus juice junctions & coffee vending machines. All our locations dispose paper waste through authorised vendors for recycling. In return we receive recycled paper reams.	Reduction in waste disposed to landfills. Encouraging employees to recycle
4	Energy efficiency	<ul style="list-style-type: none"> Turbo ventilators have been installed in the utility room for a natural air circulation at terrace of WB II and we have stopped the operation of exhaust fans at Vadodara Sky lighter sheets have been installed in the utility room to get a natural illumination during a daytime to avoid use of lights at Vadodara 	Improvement in the energy efficiency and energy savings

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

The Company has established emergency preparedness plans to deal with the emergency situations. It also provides response procedures for preventing and mitigating the hazard & risk and environmental impacts arising from emergency situations including the provision for first aid. In the event of any occurrence of an emergency, the same shall be investigated and appropriate preventive measures would be initiated to avoid recurrence in future. Relevant information and training related to emergency preparedness and response shall be provided to the interested parties. The duties and responsibilities of all the workers are being communicated periodically.

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

LTTS envisages no significant adverse impact from its value chain.

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

LTTS has updated the Supplier Code of Conduct in FY 24 wherein we promote environment stewardship and implement best practices to minimise environmental impact. We are in the process to implement assessment of our value chain partners for environmental impacts.

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

I. Essential Indicators

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

5

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

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

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

Name of authority	Brief of the case	Corrective action taken
	NA	

II. Leadership Indicators

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

Sr. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annual-ly/ Half yearly/ Quarterly /Others - please specify)	Web Link, if available

NA

PRINCIPLE 8: Businesses should promote inclusive growth and equitable development

I Essential Indicators

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

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
Online studio at IIT Madras	NA	NA	Yes	Yes	Can be seen in Annexure C of this report at Page no 180
Scholarship for data science students-IIT Madras	NA	NA	Yes	Yes	
Green corridor at IIT Madras	NA	NA	Yes	Yes	
Ladies hostel at IISC Bengaluru	NA	NA	Yes	Yes	
Natural resource management project, aga khan rural support programme (India)	NA	NA	Yes	Yes	

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

Sr. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In INR)
				NA		

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

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

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

	FY 24	FY 23
Directly sourced from MSMEs/ small producers	30.6%	12.2%
Directly from within India	70.7%	69.2%

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 24	FY 23
Rural	0%	0%
Semi-urban	0%	0%
Urban	0.04%	0.02%
Metropolitan	99.9%	99.9%

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

II. Leadership Indicators

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

Details of negative social impact identified	Corrective action taken
Nothing identified from the impact assessment	NA

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

Sr. No	State	Aspirational District	Amount spent (In INR)
1	Maharashtra	Nandurbar	Rs. 10,20,000/-
2	Tamil Nadu	Virudhunagar	
3	Karnataka	Raichur	Rs. 80,70,000/-
4	Gujarat	Dahod	
5	Karnataka	Raichur	Rs. 25,00,000/-

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

No

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

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

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

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

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

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

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

Name of authority	Brief of the Case	Corrective action taken
		NA

6. Details of beneficiaries of CSR Projects:

Sr. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	Environment: Undertaking efforts to become cleaner and greener	6,715	100
2	Water: Extensive implementation of water conservation projects	2,344	100
3	Health: Providing holistic healthcare facilities to communities in need	44,116	100
4	Education: Encouraging continuous learning through strategic efforts	17,776	100
5	Skill Development: Enabling communities to enhance livelihood opportunities	5,967	100
6	Sports for the Disabled: Promoting sports for the special-ly abled for holistic development	152	100

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

I. Essential Indicators

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

LTTS has a Quality management team which conducts regular feedback from customers as per Company's established QMS documented information formats. Customer complaints & feedbacks are received through email, transmittal letter communications and verbal communications directly to project management teams. The project management teams acknowledge, analyze the incidents and develop an action plan to resolve the same to ensure customer satisfaction.

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

As a percentage to total turno-ver	
Environmental and social parameters relevant to the product	NA
Safe and responsible usage	NA
Recycling and/or safe disposal	NA

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

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

	FY 24		Remarks	FY 23		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	0	0	NA	0	0	NA
Advertising	0	0	NA	0	0	NA
Cyber-security	0	0	NA	0	0	NA
Delivery of essential services	0	0	NA	0	0	NA
Restrictive Trade Practices	0	0	NA	0	0	NA
Unfair Trade Practices	0	0	NA	0	0	NA
Other	0	0	NA	0	0	NA

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

	Number	Reasons for recall
Voluntary recalls		
Forced recalls		NA

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

Yes - LTTS follows Data Privacy Laws of the respective countries where LTTS has operations and has an Information Security Management System (ISMS) aligned with ISO/IEC 27001:2013 for Information Technology and security management and protection of information assets from all internal and external threats. Our Data Privacy policy is available on our website: <https://www.ltts.com/privacy-policies-notices>

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

NA

7. Provide the following information relating to data breaches:

7.a. Number of instances of data breaches

None

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

NA

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

NA

II. Leadership Indicators

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

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

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

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

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

All delivery teams have a business continuity mechanism to handle any disruption of services/products and a suitable communication plan is in place. In an event of disruption that could severely constrain our operations, the Delivery managers will formally communicate with the respective customers over email and as required in contractual clauses.

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

This metric is not relevant to LTTS as the main business is providing engineering R&D services, and it does not involve the manufacturing of any product. However, we do conduct CSAT scores we have received a score of 88.34% CSAT score.

INDEPENDENT ASSURANCE STATEMENT

Introduction

DNV Business Assurance India Private Limited ('DNV'), has been commissioned by L & T Technology Services Limited, Corporate Identity Number L72900MH2012PLC232169, hereafter referred to as 'LTTS' or 'the Company') to undertake an independent assurance of the Company's disclosures in Business Responsibility and Sustainability Report (hereafter referred as 'BRSR'). The disclosures include Core indicators as per Annexure I of SEBI circular dated 12 July 2023.

Reporting standard/framework

The disclosures have been prepared by LTTS in reference to:

- BRSR Core – Framework for assurance and ESG disclosures for value chain as per SEBI (Securities and Exchange Board of India) Circular No SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122 dated July 12, 2023.
- BRSR reporting guidelines (Annexure II) as per SEBI Circular No. SEBI/HO/CFD/CMD-2/P/CIR/2021/562 dated May 10, 2021, and incorporated Master Circular No. SEBI/HO/CFD/PoD2/CIR/P/2023/120 dated July 11, 2023.
- Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard.
- ISO 14064-1:2018 - Specification with guidance at the organization level for quantification and reporting of greenhouse gas emissions and removals

Assurance Methodology/Standard

This assurance engagement has been carried out in accordance with DNV's VeriSustain protocol, V6.0, which is based on our professional experience and international assurance practice, and the international standard in Assurance Engagements, ISAE 3000 (revised) - *Assurance Engagements other than Audits or Reviews of Historical Financial Information*. DNV's Verisustain Protocol has been developed in accordance with the most widely accepted reporting and assurance standards.

Intended User

The intended user of this assurance statement is the Management of LTTS ('the Management').

Level of Assurance

- Reasonable Level of assurance for BRSR 9 Core Indicators (Ref: Annexure I of SEBI circular)

Responsibilities of the Management of L & T Technology Services Limited and of the Assurance Provider

The Management of LTTS has the sole responsibility for the preparation of the BRSR Report and is responsible for all information disclosed in this BRSR Report. The company is responsible for maintaining processes and procedures for collecting, analyzing and reporting the information and also, ensuring the quality and consistency of the information presented in the Report. LTTS is also responsible for ensuring the maintenance and integrity of its website and any referenced BRSR disclosures on their website.

In performing this assurance work, DNV's responsibility is to the Management of the Company; however, this statement represents our independent opinion and is intended to inform the outcome of the assurance to the stakeholders of the Company.

Scope, Boundary and Limitations

Scope

The scope of our engagement includes independent assurance of 'BRSR 9 Core indicators' (Ref: Annexure I of SEBI Circular) – Reasonable level of assurance for Financial Year (FY) 2023-24.

Boundary of our assurance work:

- *Reasonable assurance of BRSR Core indicators:* Boundary covers the performance of LTTS operations that fall under the direct operational control of the Company's Legal structure. Based on the agreed scope with the Company, the boundary of reasonable assurance covers the operations of LTTS across all locations globally / India, unless otherwise stated in the table below.

BRSR Core Indicator	Boundary for reasonable Assurance
Principle 6, Question 7 of essential indicators	Indian operations
Principle 6, Question 3 of essential indicators	Global operations (32 major offices in India and 8 major offices outside India)
Principle 6, Question 4 of essential indicators	Global operations (32 major offices in India and 8 major offices outside India)
Principle 6, Question 1 of essential indicators	Global operations (32 major offices in India and 8 major offices outside India)
Principle 6, Question 9 of essential indicators	Indian operations (14 major offices in India)
Principle 3, Question 1 (c) of essential indicators	Global operations (32 major offices in India and 8 major offices outside India)
Principle 3, Question 11 of essential indicators	Global operations (32 major offices in India and 8 major offices outside India)
Principle 5, Question 3 (b) of essential indicators	Global operations (32 major offices in India and 8 major offices outside India)
Principle 5, Question 7 of essential indicators	Global operations (32 major offices in India and 8 major offices outside India)
Principle 8, Question 4 of essential indicators	Global operations (32 major offices in India and 8 major offices outside India)

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Principle 8, Question 5 of essential indicators	Global operations (32 major offices in India and 8 major offices outside India)
Principle 9, Question 7 of essential indicators	Global operations (32 major offices in India and 8 major offices outside India)
Principle 1, Question 8 of essential indicators	Global operations (32 major offices in India and 8 major offices outside India)
Principle 1, Question 9 of essential indicators	Global operations (32 major offices in India and 8 major offices outside India)

Limitation(s):

We performed a reasonable Level of assurance for the BRSR Core indicators reporting based on our assurance methodology VeriSustain, v06. The assurance scope has the following limitations:

- The assurance engagement considers an uncertainty of ±5% based on materiality threshold for estimation/measurement errors and omissions.
- DNV has not been involved in evaluation or assessment of any financial data/performance of the company. DNV opinion on specific BRSR Core indicators (ref- all sections of core indicators where currency; INR has been applied) relies on the third party audited financial reports of the Company. DNV does not take any responsibility of the financial data reported in the audited financial reports of the Company.
- The assessment is limited to data and information within the defined Reporting Period. Any data outside this period is not considered within the scope of assurance.
- Data outside the operations specified in the assurance boundary is excluded from the assurance, unless explicitly mentioned otherwise in this statement.
- The assurance does not cover the Company's statements that express opinions, claims, beliefs, aspirations, expectations, aims, or future intentions. Additionally, assertions related to Intellectual Property Rights and other competitive issues are beyond the scope of this assurance.
- The assessment does not include a review of the Company's strategy, or other related linkages expressed in the Report. These aspects are not within the scope of the assurance engagement.
- The assurance does not extend to mapping the Report with reporting frameworks other than those specifically mentioned. Any assessments or comparisons with frameworks beyond the specified ones are not considered in this engagement.
- Aspects of the Report that fall outside the mentioned scope and boundary are not subject to assurance. The assessment is limited to the defined parameters.
- The assurance engagement does not include a review of legal compliances. Compliance with legal requirements is not within the scope of this assurance, and the Company is responsible for ensuring adherence to relevant laws.
- The assurance engagement is based on the assumption that the data and information provided by the Company are complete, sufficient and authentic.

Assurance process

As part of the assurance process, a multi-disciplinary team of assurance specialists performed assurance work for selected sites of LTTS. We adopted a risk-based approach, that is, we concentrated our assurance efforts on the issues of high material relevance to the Company's business and its key stakeholders. We carried out the following activities:

1. Reviewed the disclosures under BRSR Core, encompassing the framework for assurance consisting of a set of Key Performance Indicators (KPIs) under 9 ESG attributes. The format of BRSR Core used as basis of reasonable level of assurance.
2. Evaluation of the design and implementation of key systems, processes, and controls for collecting, managing and reporting the BRSR Core indicators
3. Assessment of operational control and reporting boundaries
4. Seek extensive evidence across all relevant areas, ensuring a detailed examination of BRSR Core indicators. Engaged directly with stakeholders to gather insights and corroborative evidence for each disclosed indicator.
5. Interviews with selected senior managers responsible for management of disclosures and review of selected evidence to support environmental KPIs and metrics disclosed in the Report. We were free to choose interviewees and interviewed those with overall responsibility of monitoring, data collation and reporting the selected indicators.
6. DNV audit team conducted on-site and remote audits for data testing and also, to assess the uniformity in reporting processes and also, quality checks at different locations of the Company. Sites for data testing and reporting system checks were selected based on the percentage contribution each site makes to the reported indicator, complexity of operations at each location (high/low/medium) and reporting system within the organization. Sites selected for audits are listed in Annex-II.
7. Conduct a comprehensive examination of key material aspects within the BRSR Core framework supporting adherence to the assurance based on applicable principles plus specified data and information.
8. DNV teams conducted the:
 - Verification of the data consolidation of reported performance disclosures in context to the Principle of Completeness.
 - Verification of the consolidated reported performance disclosures in context to the Principle of Completeness as per VeriSustain for reasonable level verification for the disclosures.

Conclusion

Reasonable level of Assurance- BRSR 9 Core Indicators

Based on our review and procedures followed for reasonable level of assurance, DNV is of the opinion that, in all material aspects, the BRSR Core indicators (as listed in Annex I of this statement) for FY 2023-24 are reported in accordance with reporting requirements outlined in BRSR Core (Annexure I of SEBI Circular dated 12 July 2023).

Statement of Competence and Independence

DNV applies its own management standards and compliance policies for quality control, which are based on the principles enclosed within ISO IEC 17029:2019 - Conformity assessment - General principles are requirements for validation and verification bodies, and accordingly maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards, and applicable legal and regulatory requirements.

We have complied with the DNV Code of Conduct¹ during the assurance engagement and maintain independence wherever required by relevant ethical requirements. This engagement work was carried out by an independent team of sustainability assurance professionals. During the reporting period i.e FY 2023-24, DNV, to the best of its knowledge, was not involved in any non-audit/non-assurance work with the Company and its Group entities which could lead to any Conflict of Interest. DNV was not involved in the preparation of any statements or data included in the Report except for this Assurance Statement for internal use of LTTS. DNV maintains complete impartiality toward stakeholders interviewed during the assurance process. We did not provide any services to LTTS in the scope of assurance for the reporting period that could compromise the independence or impartiality of our work.

Purpose and Restriction on Distribution and Use

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

For DNV Business Assurance India Private Limited

<p>Panda, Tapan Kumar</p> <p>Digitally signed by Panda, Tapan Kumar Date: 2024.06.03 08:39:24 +05'30'</p>	<p>Kakaraparthi , Venkata Raman</p> <p>Digitally signed by Kakaraparthi, Venkata Raman Date: 2024.06.03 09:40:55 +05'30'</p>
<p>Tapan Kumar Panda Lead Verifier, Sustainability Services, DNV Business Assurance India Private Limited, India.</p>	<p>Kakaraparthi Venkata Raman Assurance Reviewer, Sustainability Services, DNV Business Assurance India Private Limited, India.</p>
<p>Anamika Kumari (Verifier) Varsha Bohiya (Verifier) Sameeksha.S P (Verifier) Karthik Ramaswamy (Verifier) 3rd June 2024, Bengaluru, India.</p>	

DNV Business Assurance India Private Limited is part of DNV - Business Assurance, a global provider of certification, verification, assessment and training services, helping customers to build sustainable business performance. www.dnv.com

¹ DNV Corporate Governance & Code of Conduct - <https://www.dnv.com/about/in-brief/corporate-governance.html>

Annex I

Verified Data

Sr. No.	Attribute	Parameter	Unit of Measures	Assured Values
1	Green-house gas (GHG) footprint Greenhouse gas emissions may be measured in accordance with the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard*	Total Scope 1 emissions	MT of CO ₂ e	247
		Total Scope 2 emissions	MT of CO ₂ e	16,950
		Total Scope 1 and Scope 2 emission intensity per Million rupee of turnover	MT CO ₂ e per Million INR turnover	0.18
		Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)	MT CO ₂ e per Million USD turnover adjusted for PPP	3.99
		Total Scope 1 and Scope 2 emission intensity in terms of physical output		NA
		Total Scope 1 and Scope 2 emission intensity(optional)		NA
2	Water footprint	Total water consumption	KL	2,79,191
		Water consumption intensity	Water intensity per Million rupee of turnover. (KL/INR Millions)	2.89
			Water intensity per Million USD of turnover adjusted for PPP. (Total water consumption/Revenue from operation adjusted for PPP)	64.83
		Water intensity in terms of physical output	Water intensity in terms of physical output.	NA
		Water Discharge by destination and levels of Treatment	KL	1,344
3	Energy footprint	Total energy consumed	Gigajoules (GJ)	1,01,961.5
		% of energy consumed from renewable sources	In % terms	22.9%
		Energy intensity	Energy intensity per Million rupee of turnover. (Total Energy consumed/Revenue from operations)	1.06
			Energy intensity per Million USD of turnover adjusted for PPP. (GJ/ Revenue from operations in Million USD adjusted for PPP)	23.67
		Energy intensity in terms of physical output.	NA	
4	Embracing circularity - details related to waste management by the entity	Total Hazardous waste generated	MT	0
		Plastic waste (A)	MT	0
		E-waste (B)	MT	4.4
		Bio-medical waste (C)	MT	0.4
		Construction and demolition waste (D)	MT	0
		Battery waste (E)	MT	0
		Radioactive waste (F)	MT	NA
		Other Hazardous Waste (G)	MT	0

		Total Non-Hazardous Waste (H)	MT	211.4
		Dry leaves and garden waste	MT	13.9
		Food waste	MT	118.5
		Packaging waste (corrugated boxes and wood)	MT	30.9
		Paper & Packaging waste	MT	12.8
		Scrap	MT	35.3
		Total (A+B + C + D + E + F + G+ H)	MT	216.2
		Waste intensity per Million Rupee of turnover from operations	Total waste generated /Million revenue from operations	0.0022
		Waste intensity per Million USD of turnover adjusted for Purchasing Power Parity (PPP)	Total waste generated /Revenue from operations adjusted for PPP	0.05
		Waste intensity in terms of physical output		NA
		Waste intensity(optional)		NA
		total waste recovered through recycling, re-using or other recovery operations**		
		(i) Recycled	MT	48.1
		(ii) Re-used	MT	0
		(iii) Other recovery operations	MT	0
		Total	MT	48.1
		Total waste disposed by nature of disposal method***		
		(i) Incineration	MT	0
		(ii) Landfilling	MT	0
		(iii) Other disposal options		
		a) Authorized vendors(e-waste, biomedical waste , batteries , scrap)	MT	a) 35.7
		b) Organic composters/ Vermicompost/ Animal Husbandry		b) 132.4
		Total	MT	168.1
5	Enhancing Employee Wellbeing and Safety	Spending on measures towards well-being of employees and workers - cost incurred as a % of total revenue of the company (Excluding Workers)	In % terms	0.5%
		Details of safety related incidents for employees and workers (including contract-workforce e.g. workers in the company's construction sites)	Total recordable work-related injuries	Employees: Nil Worker: NA
			Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees: Nil Worker: NA
			No. of fatalities	Employees: Nil Worker: NA
			High consequence work-related injury or ill-health (excluding fatalities)	Employees: Nil Worker: NA
6	Enabling Gender Diversity in Business	Gross wages paid to females as % of wages paid	In % terms	21.7%
		Complaints on POSH	Total Complaints on Sexual Harassment (POSH) reported	8
			Complaints on POSH as a % of female employees / workers	0.1%
			Complaints on POSH upheld	0

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7	Enabling Inclusive Development	Input material sourced from following sources as % of total purchases -and from within India	Directly sourced from MSMEs/ small producers (In % terms - As % of total purchases by value)	30.6%
			Directly sourced from within India	70.7%
		Job creation in smaller towns - Wages paid to persons employed in smaller towns (permanent or non-permanent /on contract) as % of total wage cost	Location	
			Rural	0%
			Semi-urban	0%
Urban	0.04%			
		Metropolitan	99.9%	
8	Fairness in Engaging with Customers and Suppliers	Instances involving loss / breach of data of customers as a percentage of total data breaches or cyber security events	In % terms	0
		Number of days of accounts payable	(Accounts payable *365) / Cost of goods/services procured	177
9	Open-ness of business	Concentration of purchases & sales done with trading houses, dealers, and related parties Loans and advances & investments with related parties	Purchases from trading houses as % of total purchases	0%
			Number of trading houses where purchases are made from	0%
			Purchases from top 10 trading houses as % of total purchases from trading houses	0%
			Sales to dealers / distributors as % of total sales	NA
			Number of dealers / distributors to whom sales are made	NA
			Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	NA
			Share of RPTs (as respective %age) in	
			Purchases	12.4%
			Sales	3.3%
			Loans & advances	3.3%
Investments	1.7%			

Annex II

Sites selected for audits.

S.no	Site	Location
1.	Corporate office	
2.	India Offices	Knowledge City, Gujrat, Vadodara - Onsite audit Mindspace, Mumbai - Onsite audit Pimpri Chinchwad Smart city site office, Pune- Remote audit Pimpri Chinchwad Smart city warehouse, Pune - Remote audit Main Campus, Mysuru - Onsite audit Manyata, Bangalore - Remote audit RGA Techpark, Bangalore - Onsite audit Tower S1, Bangalore - Onsite audit Cyber Gateway, Hyderabad - Onsite audit

		<p>Aurobindo, Hyderabad - Onsite audit DLF, Chennai - Onsite audit RMZ, Chennai - Onsite Audit Jhansi Smart city site office, Jhansi- Remote audit Jhansi ICCC, Jhansi - Remote audit Patna Smart city site office - Remote audit Patna Smart city warehouse - Remote audit Raipur Smart city site office - Remote audit Raipur Smart city warehouse- Remote audit Raipur ICCC - Remote audit</p>
3.	International Offices	<p>Detwillier Road, US _ Remote audit Allen Road, US -Remote audit</p>