



Ref. No.: TTL/COSEC/SE/2024-25/23

May 25, 2024

**BSE Limited,**  
Phiroze Jeejeebhoy Towers,  
Dalal Street,  
Mumbai- 400001, India.  
**Scrip Code: 544028**

**National Stock Exchange of India Limited**  
Exchange Plaza, C-1, Block G,  
Bandra Kurla Complex, Bandra (E),  
Mumbai – 400 051, India.  
**Trading symbol: TATATECH**

Dear Sir / Madam,

**Subject: Business Responsibility and Sustainability Reporting for FY 2023-24**

Pursuant to Regulation 34(2)(f) of Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, please find enclosed the Business Responsibility and Sustainability Report for Financial Year (FY) 2023- 24, which also forms part of the Annual Report for FY 2023-24, submitted to the Exchanges vide letter no. TTL/COSEC/SE/2024-25/22 dated May 25, 2024.

This will also be posted on the company's website [www.tatatechnologies.com](http://www.tatatechnologies.com).

This is for your information and records.

For **Tata Technologies Limited**

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**Vikrant Gandhe**  
**Company Secretary and Compliance Officer**

Encl: as above

**TATA TECHNOLOGIES**  
**Tata Technologies Limited**

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

# Business Responsibility & Sustainability Report

## SECTION A: GENERAL DISCLOSURES

### I. Details of the listed entity

1. Corporate Identity Number (CIN) of the Listed Entity	L72200PN1994PLCO13313
2. Name of the Listed Entity	TATA Technologies Limited
3. Year of incorporation	1994
4. Registered office address	Plot No 25, Rajiv Gandhi Infotech Park, Hinjawadi, Pune, 411057
5. Corporate address	Plot No 25, Rajiv Gandhi Infotech Park, Hinjawadi, Pune, 411057
6. E-mail	<a href="mailto:investor@tatatechnologies.com">investor@tatatechnologies.com</a>
7. Telephone	+91 20 66529299
8. Website	<a href="http://www.tatatechnologies.com">www.tatatechnologies.com</a>
9. Financial year for which reporting is being done	2023-2024
10. Name of the Stock Exchange(s) where shares are listed	Bombay Stock Exchange (BSE) and the National Stock Exchange (NSE)
11. Paid-up Capital	₹ 81,13,37,060
12. Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Mr. Sujit Dixit (Head Internal Audit, CSR & Sustainability) Email address: <a href="mailto:sujit.dixit@tatatechnologies.com">sujit.dixit@tatatechnologies.com</a> Telephone: +91 20 66529080
13. Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	<p><b>Financial data:</b>  <b>Inclusions:</b> TTL's consolidated global operations  <b>Exclusions:</b> None  <b>Human Resources Data:</b>  <b>Inclusions (Statutory Topics):</b> TTL's India operations  <b>Inclusions (Other than Statutory Topics):</b> TTL's global operations including wholly owned subsidiaries.  Exclusions pertaining to individual disclosures are mentioned in the respective Notes.  <b>Environmental Data:</b>  <b>Inclusions:</b> TTL's global offices where it has operational control.  <b>Exclusions:</b> Centres where TTL does not have operational control.</p>
14. Name of assurance provider	Not applicable
15. Type of assurance obtained	Not applicable

### II. Product/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	Information and communication	Publishing of computer operating systems, system software, application software, games, etc.	100%

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

Sr. No.	Product/Service	NIC Code	% of total Turnover contributed
1	Other information technology and computer service activities n.e.c	62099	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	NA	9	9
International	NA	12	12

#### 19. Markets served by the entity

##### a. Number of locations

Location	Number
National (No. of States)	4
International (No. of Countries)	10

##### b. What is the contribution of exports as a percentage of the total turnover of the entity? 45.95%

##### c. A brief on types of customers.

TTL works with diverse customers within the automotive industry, industrial heavy machinery, aerospace & defence, and educational sectors. We collaborate with affiliated entities to deliver comprehensive, sustainable solutions suiting our customers' needs.

### IV. Employees

#### 20. Details as at the end of financial year:

##### a. Employees (including differently abled):

Sr. No.	Particulars	Total (A)	Male		Female	
			No.(B)	%(B/A)	No.(C)	%(C/A)
<b>EMPLOYEES</b>						
1.	Permanent(D)	11,780	10,001	84.90%	1,779	15.10%
2.	Other than Permanent (E)	861	730	84.79%	131	15.21%
3.	<b>Total employees (D+E)</b>	<b>12,641</b>	<b>10,731</b>	<b>84.89%</b>	<b>1,910</b>	<b>15.11%</b>

##### Note:

- The company does not employ any workers.
- Overall count is 12,688 but for gender bifurcation it is 12,641 as 47 employees have chosen not to provide their gender information, and the company fully support their decision. Our commitment to inclusivity means that everyone's identity is valued and honoured equally, regardless of whether they choose to disclose this personal information.

b. Differently abled Employees:

Sr. No.	Particulars	Total (A)	Male		Female	
			No.(B)	%(B/A)	No.(C)	%(C/A)
<b>DIFFERENTLY ABLED EMPLOYEES</b>						
1.	Permanent(D)	8	7	87.50%	1	12.50%
2.	Other than Permanent (E)	0	0	0%	0	0%
3.	<b>Total differently abled employees (D+E)</b>	<b>8</b>	<b>7</b>	<b>87.50%</b>	<b>1</b>	<b>12.50%</b>

21. Participation/Inclusion/Representation of women:

Particulars	Total (A)	Number and percentage of Females	
		No.(B)	%(B/A)
Board of Directors	7	2	29%
Key Management Personnel	3	1	33%

22. Turnover rate for permanent employees:

(Disclose trends for the past 3 years)

	FY 2024			FY 2023			FY 2022		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	17.50%	14.80%	17.20%	24.60%	23.50%	24.50%	29.60%	36.80%	30.60%

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.	Tata Motors Ltd.	Holding	53.39%	No
2.	TATA Technologies Pte Ltd	Subsidiary	100%	No
3.	Tata Manufacturing Technologies Consulting (Shanghai) Limited	Subsidiary	100%	No
4.	Tata Technologies (Thailand) Limited	Subsidiary	100%	No
5.	INCAT international Plc.	Subsidiary	100%	No
6.	Tata Technologies Europe Limited	Subsidiary	100%	No
7.	Tata Technologies Nordics AB	Subsidiary	100%	No
8.	Tata Technologies GmbH	Subsidiary	100%	No
9.	Tata Technologies Inc. (US)	Subsidiary	99.80%	No
10.	Tata Technologies de Mexico, S.A. de C.V.	Subsidiary*	99.80%	No
11.	Cambric Limited, Bahamas	Subsidiary	99.80%	No
12.	Tata Technologies SRL, Romania	Subsidiary	99.80%	No

\*Under liquidation

VI. CSR Details

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

(ii) Turnover (in ₹): 2,732.09 Cr

(iii) Net worth (in ₹): 1,205.06 Cr

\*Standalone numbers

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 2023-24			FY 2022-23		
		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	No	Nil	Nil	NA	Nil	Nil	NA
Investors (other than shareholders)	Yes	467	Nil	NA	Nil	Nil	NA
Shareholders	Yes	Nil	Nil	NA	Nil	Nil	NA
Employees and workers	Yes	21	2	Warning letter is being issued.	13	0	NA
Customers	Yes	Nil	Nil	NA	Nil	Nil	NA
Value Chain Partners	Yes	Nil	Nil	NA	Nil	Nil	NA
Other (please specify)	NA	NA	NA	NA	NA	NA	NA

\* The mechanism can be accessed at <https://www.tatatechnologies.com/in/investor-relations/>

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	Energy Consumption	R	With the return to office post the pandemic, the energy usage has increased. Optimum utilisation of energy is essential for lower carbon footprint.	Use of green certified facilities, energy saving equipment and operational practices. Use of renewable energy sources for the operations.	Negative
2	Employee well being and talent management	R & O	Equal opportunity, talent attrition, legal compliance, reputational damage, unsafe work conditions cause injuries or accidents.	Implementing inclusive people practices, providing opportunities for learning and growth and inclusive and supportive work environment.	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	Wastage and recycling	O	Use of equipment that generate waste at end of lifecycle and other activities that lead to waste.	Adapt to newer waste management processes that enable efficient recycling.	Positive
4	Circular economy – Products and Services	O	Social and Environmental requirement have generated shift in customer preferences and demand for newer products. This presents opportunity to TTL.	Investment in R&D and prioritization of projects to co create value to save resources, bring efficiencies and meet customer requirement for sustainable products.. Improve operational resources efficiency by reducing waste.	Positive.
5	Climate change	O & R	Opportunity – Climate change affects product preferences, product demand and change in product strategies causing more product design and development work Risk – Change in climate may adversely affect markets and areas TTL operates causing health and safety issues for the employees and possible geo economical issues in the market.	Leverage TTL's vast experience in product design to co create products to meet end customer needs by continuous communication and understanding of changing preferences.	Positive
6	Supply chain management	R	Ability to assess supply chain partner performance on legal compliances, DEI practices	Continuous communication and training of supply chain partners on TCOC, compliance practise requirements and contract strengthening.	Negative

**Note:**

Material responsible business conduct issues is as per TTL's internal assessment. A third-party materiality assessment is in progress.

**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.

This section describes the structures, policies and processes aligned to nine principles of business responsibility. These briefly are as follows:

- P1 Business should conduct and govern themselves with Ethics, Transparency and Accountability.
- P2 Businesses should provide goods and services that are safe and contribute to sustainability throughout their life cycle.
- P3 Businesses should promote the wellbeing of all employees.
- P4 Businesses should respect the interests of, and be responsive towards all stakeholders, especially those who are disadvantaged, vulnerable and marginalized.
- P5 Businesses should respect and promote human rights.

- P6 Business should respect, protect, and make efforts to restore the environment.
- P7 Businesses, when engaged in influencing public and regulatory policy, should do so in a responsible manner.
- P8 Businesses should support inclusive growth and equitable development.
- P9 Businesses should engage with and provide value to their customers and consumers in a responsible manner.

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
<b>Policy and management processes</b>									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c. Web Link of the Policies, if available.	P1 to P9: Tata Code of Conduct (TCoC) P1: Whistle-blower Policy, ABAC Policy P3 & P5: Employee related policies, Global Policy on POSH P4 & P8: CSR Policy The Policies can be accessed at: <a href="https://www.tatatechnologies.com/in/corporate-governance/">https://www.tatatechnologies.com/in/corporate-governance/</a>								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners?	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
4. Name of the national and international codes/certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	AS 9100D: Quality Management System for Aviation, Space and Defence products ISO: 45001:2018- Occupational Health and Safety ISO: 27001:2013-Information Security Management System ISO: 9001:2015- Quality Management System ISO: 14001:2015- Environmental Management System								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	Continue to remain compliant as per the CSR and other regulations in place in India. The company will be identifying clear sustainability goals and targets through a structured process and track it for completion.								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	The company has been compliant with CSR and other regulations to the extent possible.								
<b>Governance, leadership and oversight</b>									
7. Tata Technologies is consciously committed to ensuring a sustainable, healthy, and clean environment across its facilities in different global locations. The company will address environmentally sensitive issues in a responsible manner. Tata Technologies recognizes the impact of environment and climate change on the ecology, economy, and society.  Tata Technologies is also committed to the group ethos of balancing the interests of various stakeholders while contributing to the long-term sustainability and well-being of the society.  The company thro' it's Environmental and Social policies is committed to become carbon neutral and make use of 100% renewable energy before 2045 and commit to be guided by Tata Group's Project AALingana to action plan social and environmental goals.									
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Name: Warren Harris Designation: CEO & Managing Director DIN: 02098548								
9. Does the 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 CSR and Sustainability Committee of the Board of Directors is responsible for decision making on CSR and sustainability related issues.								

10. Details of review of NGRBCs by the Company:

Subject for review	Indicate whether review was undertaken by the Director/ Committee of the Board/Any other Committee					Frequency: (Annually/ Half-yearly/ Quarterly/ Any other – please specify)				
	P1	P2	P3	P4	P5	P6	P7	P8	P9	
Performance against above policies and follow up action	Yes Half Yearly/ Quarterly	Yes Yearly/ Quarterly	Yes Yearly/ Quarterly	Yes Yearly/ Quarterly	NA	Yes Yearly/ Quarterly	NA	Yes Yearly/ Quarterly	Yes Yearly/ Quarterly	
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	TTL complies with all statutory requirements and regulations of its operational locations.									

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

	P1	P2	P3	P4	P5	P6	P7	P8	P9
Yes, as part of the below mentioned ISO certifications, TTL's policies and procedures are subject to external scrutiny and also internal audit at regular intervals.									
1. ISO 9001: 2015/ AS 9100 D (Quality Management Systems)									
2. ISO 27001: 2013 (Information Security Management Systems)									
3. ISO 45001: 2018 (Occupational Health & Safety Management Systems)									
4. ISO 14001: 2015 (Environmental Management Systems)									

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

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the 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: PRINCIPAL WISE PERFORMANCE DISCLOSURE

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

Essential Indicators

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

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors		During the reporting year, the Board of Directors were familiarised on topics like regulations, economy, emerging trends, strategic changes, environment, social and governance parameters at regular intervals. Moreover, every new director is mandatorily taken through elements like corporate vision, values, TATA Code of Conduct. On an average, every director spends about 20-25 hours in trainings/ awareness sessions per year.	100%
Key Managerial Personnel		The KMPs are provided trainings on topics like human rights, TCoC, ethics, POSH, values, governance and other domain-specific updates. These trainings are imparted through TTL's internal training platforms and organised by the TATA group or external training partners. On an average, each of the KMPs spend about 25-30 hours in trainings/ awareness sessions per year.	100%
Employees other than BoD and KMPs		All our employees undergo mandatory trainings on Tata Code of Conduct (TCoC) which covers all the nine principles laid down in BRSR. Other than the above, domain specific trainings and awareness sessions were held during the financial year.	

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

Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In ₹)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine	NA	NA	Nil	NA	NA
Settlement	P1	SEBI	2.5 Mn.	Our Company had filed a settlement application with SEBI dated January 9, 2023 in relation to certain old preferential allotments.	No
Compounding fee	P1	National Company Law Tribunal – Mumbai Branch	34.21 Mn.	Our Company had filed an application before the National Company Law Tribunal, Mumbai, on February 15, 2023, for compounding in relation to certain old preferential allotments	No
Non-Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)	
Imprisonment	None	NA	NA	No	
Punishment	None	NA	NA	No	

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

Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
None	None

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, the policy is available on the company's website at <https://www.tatatechnologies.com/in/corporate-governance/>

In our pursuit of ethical conduct and transparency, TTL has implemented an Anti-Bribery and Anti-Corruption (ABAC) Policy. This policy unequivocally prohibits any form of bribery or corruption among our personnel. Additionally, the TCoC provides directives regarding the prevention of bribery and corruption. TTL is dedicated to maintaining the utmost moral and ethical principles and staunchly opposes any manifestation of bribery or corruption. The policy is available on the company website at: <https://www.tata.com/content/dam/tata/pdf/Tata%20Code%20Of%20Conduct.pdf>

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

Particulars	FY 2024	FY 2023
Directors	Nil	Nil
KMPs	Nil	Nil
Employees	Nil	Nil

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

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

Particulars	FY 2023-24		FY 2022-23	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	None	NA	None	NA
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	None	NA	None	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. Not applicable.

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

Particulars	FY 2024	FY 2023
Number of days of accounts payables	97	144

9. Open-ness of business

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

Parameter	Metrics	FY 2024	FY 2023
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	0.90%	1.2%
	b. Number of trading houses where purchases are made from.	292	312
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	52%	53%
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)	3%	6%
	b. Sales (Sales to related parties/ Total Sales)	43%	37%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	88%	99%
	d. Investments (Investments in related parties/ Total Investments made)	-	-

Leadership Indicators

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

Total number of awareness programmes held	Topics / principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
5	Training on Ethics & Compliance, ESG & Sustainability	5%

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

Yes, the company does have a process on avoiding/ managing cases of conflicts of interests involving Board members. The same can be accessed at Code-of-Conduct-for-BOD-SMP.pdf ([tatatechnologies.com](https://www.tatatechnologies.com)). As part of our commitment to integrity and responsible governance, TTL mandates that the Board members act solely in the Company's best interests. They are required to ensure that any personal or business associations they maintain do not present conflicts of interest with their responsibilities within the Company.

They are held to stringent professional conduct guidelines, which include fostering transparent and effective Board functioning. They must diligently review related party transactions to ensure alignment with the Company's interests and promptly report any instances of unethical behaviour, fraud, or violations of our code of conduct or ethics policy. Both the Board and Senior Management Personnel are prohibited from involvement in situations where their personal interests may conflict with those of the Company. They are obligated to perform their duties with competence, diligence, and independent judgment, always prioritizing the Company's best interests. Furthermore, the policy emphasizes the importance of confidentiality, prohibiting the disclosure of confidential information, including commercial secrets and unpublished price-sensitive information, unless explicitly approved by the Board or mandated by law. This commitment ensures the protection of sensitive information and upholds transparency within our operations.

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

**Essential Indicators**

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

	FY 2023-24	FY 2022-23	Details of improvements in environmental and social impacts
R&D	Nil	Nil	TTL has expensed out all R&D spend as opex in FY24.
Capex	Total 54.04 Cr 100%	Total 43.56 Cr 100%	TTL has been instrumental in providing technology solutions to its clients to help them achieve their sustainability goals end user preferences. TTL has also been investing in building or using green campuses and greater use of renewable energy. Total capex includes all the investments related product and capacity enhancement.

- Does the entity have procedures in place for sustainable sourcing? (Yes/No)  
Yes; the entity has procedures or processes in place for Sustainable Sourcing.
  - If yes, what percentage of inputs were sourced sustainably?  
100%
- Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for
  - Plastics (including packaging)
  - E-waste
  - Hazardous waste and
  - other waste.

Although this is not applicable to the entity owing to the peculiar nature of the business and the services provided, the entity has processes in place to recycle and dispose of the waste and eWaste generated from operations as per industry practise and applicable local regulations.

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

**Leadership Indicators**

- Has the entity conducted Life Cycle Perspective / Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? If yes, provide details in the following format?  
None conducted during the financial year.
- 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.  
Not applicable
- Percentage of recycled or reused input material to total material (by value) used in production (for manufacturing industry) or providing services (for service industry).  
Not applicable.

- 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:  
Not applicable considering the nature of business.
- Reclaimed products and their packaging materials (as percentage of products sold) for each product category.  
Not applicable.

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

**Essential Indicators**

- Details of measures for the well-being of employees:

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
<b>Permanent employees</b>											
Male	10,001	10,001	100%	10,001	100%	NA	NA	10,001	100%	NA	NA
Female	1,779	1,779	100%	1,779	100%	1,779	100%	NA	NA	1,779	100%
<b>Total</b>	<b>11,780</b>	<b>11,780</b>	<b>100%</b>	<b>11,780</b>	<b>100%</b>	<b>1,779</b>	<b>100%</b>	<b>10,001</b>	<b>100%</b>	<b>1,779</b>	<b>100%</b>
<b>Other than Permanent employees</b>											
Male	730	As a principal employer, TTL is committed to applicable compliances and to provide all benefits required by Statutory provisions.									
Female	131										
<b>Total</b>	<b>861</b>										

- Details of measures for the well-being of workers:  
Not applicable.
- Spending on measures towards well-being of employees and workers (including permanent and other than permanent) in the following format-

Particulars	FY 2024	FY 2023
Cost incurred on well-being measures as a % of total revenue of the company	1.12%	1.15%

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

Benefits	FY 2024			FY 2023		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	NA	Yes	100%	NA	Yes
Gratuity	100%	NA	NA	100%	NA	NA
ESI	NA	NA	NA	NA	NA	NA
Others – please specify	NA	NA	NA	NA	NA	NA

**Notes:**

- Data for India operations.
- All employees are covered under PF and Gratuity from their date of joining.

3. Accessibility of workplaces

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

We prioritize inclusivity by providing ramps to assist differently abled individuals at the Parking area with handrails that come with broad sliding doors for wheelchair accessibility. Demarked lifts and reserved parking are also other amenities that are provided to differently abled employees.

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.

The company follows the Group's Tata Code of Conduct which can be accessed at Tata Code Of Conduct.pdf and is in alignment with the group's commitment to fostering an inclusive workplace. TTL upholds the principle of equal opportunities for all employees and eligible job applicants. We firmly reject discrimination on any grounds, including but not limited to race, caste, religion, colour, marital status, gender, sexual orientation, age, nationality, ethnic origin, disability, or any other protected category as mandated by law.

In our recruitment, development, and promotion processes, decisions are guided solely by an individual's performance, merit, competence, and potential. We prioritize fairness, transparency, and clarity in our employee policies, which are designed to promote diversity and equality in accordance with legal requirements and the principles outlined in our corporate Code of Conduct. These policies encompass clear terms of employment, comprehensive training, robust development opportunities, and equitable performance management practices. By upholding these standards, we strive to create a workplace where every individual has the opportunity to thrive and contribute to our collective success.

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	100%	100%	NA	NA
Female	100%	100%	NA	NA
<b>Total</b>	<b>100%</b>	<b>100%</b>	<b>NA</b>	<b>NA</b>

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

	Yes/No (If Yes, then give details of the mechanism in brief)
<b>Permanent Employees</b>	Yes, the employees can raise a grievance with respective HR Business Partners or even at times through internal channels. Other mechanisms such as POSH, Amber (AI bot), ETHICS committee, and Whistle-blower are also available for specific types of serious misconduct.
<b>Other than Permanent Employees</b>	Yes, the company follows the 'Tata Code of Conduct' (TCoC) encouraging employees to raise concerns about Bribery and corruption, harassment and Human rights issues, Insider trading and many more.

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

TTL does not have any employee's association. However, the company acknowledges and respects the right to freedom of association, and it does not discourage or impede collective bargaining

8. Details of training given to employees and workers:

Category	FY 2024				FY 2023					
	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)
<b>Employees</b>										
Male	8,666	8,666	100%	5,985	69.06%	7,801	7,340	84.79%	5,881	67.93%
Female	1,520	1,502	98.82%	1,153	75.86%	1,273	1,208	79.95%	963	11.12%
<b>Total</b>	<b>10,186</b>	<b>10,235</b>	<b>99.82%</b>	<b>7,138</b>	<b>70.08%</b>	<b>9,074</b>	<b>8,548</b>	<b>84.07%</b>	<b>6,844</b>	<b>79.06%</b>

Note: Data for India operations.

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

Category	FY 2024			FY 2023		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
<b>Employees</b>						
Male	10,001	10,001	100%	9,615	9,615	100%
Female	1,779	1,779	100%	1,494	1,494	100%
<b>Total</b>	<b>11,780</b>	<b>11,780</b>	<b>100%</b>	<b>10,676</b>	<b>10,676</b>	<b>100%</b>

10. Health and safety management system:

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

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

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

TTL uses the processes mentioned below to identify work related hazards and risks:

- Safety Audits
- Incident Investigation
- Inspection and scenario planning
- Monitoring
- Past Incident
- Safety Observation
- Task Analysis
- Assessment
- Incident Reporting can also be done by Employees from Global Safety Management Portal.
- Enabling Function Kit used to capture Risk & Opportunities of Every Function.

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

Yes. There is a multichannel communication system comprising of Email and Global Safety Management Portal to report the incidents, accidents and near Miss scenarios.



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

Yes, access to medical and healthcare service is provided across all locations.

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

Safety Incident/Number	Category	FY 2024	FY 2023
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.

TTL acknowledges the significance of occupational health and safety (OHS) as well as the overall physical and mental well-being of its employees, which are central to its success and growth objectives. TTL is dedicated to ensuring safe workplaces, prioritizing the prevention of injuries and illnesses, and consistently endeavours to eliminate hazards while reducing OHS risks. Given that TTL specializes in providing customized technology solutions and IT services, there are no significant health and safety (H&S) risks associated with its offerings.

Some of the measures taken by the company are as follows:

- Quarterly fire mock drills at the facilities
- Monthly wellness webinars
- Online OH&S talks for global employees
- Gemba/ Safety monthly walks
- Toolbox talk
- Provision of safety briefings to visitors, before any new project.
- Safety Portal to Report accidents/ incidents/ near miss.
- OH&S Induction to New Joinees (twice a week) & to Senior Joinees.
- Conducting various OH&S Campaigns like Road Safety Week, Fire Safety Week, National Safety Week, Electrical Safety Week.
- Conduct OH&S Training- First Aid, Defensive Driving etc.
- Provision of a medical centre equipped with 2 doctors available on alternate days & one brother/ nurse available daily at the HJW Corporate Campus.

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

	FY 2024			FY 2023		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
<b>Employees</b>						
Working Conditions	Nil	Nil	NA	Nil	Nil	NA
Health & Safety	Nil	Nil	NA	Nil	Nil	NA

14. Assessment 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.

Although there were no significant concerns that arose from the above assessment, HSE compliance audit highlighted marking the walkway in the facilities to ensure safer movement of people.

Leadership Indicators

1. Does the entity extend any life insurance or any compensatory package in the event of death of:

(A) Employees (Y/N): Yes

(B) Workers(Y/N): 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.

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

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 or are being rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:

	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2024	FY 2023	FY 2024	FY 2023
Employees	Nil	Nil	Nil	Nil

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	100%
Working Conditions	None but work is in progress in that direction.

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 significant risks/ concerns were identified as part of the assessment process.

**PRINCIPLE 4: Business should respect the interests of and be responsive to all its stakeholders**  
Essential Indicators

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

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

2. List stakeholder groups identified as key for 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
Shareholder	No	Newspapers, Direct Emails from the Company, Emails from RTA and other intermediaries. Investor meets, investor calls, press releases and mail updates, email support for investor queries.	The communication with shareholders is made as part of statutory requirements and is made at various frequencies. Quarterly engagement post results. Annual engagement at AGM. Investor meetings on request.	Timely business updates on material events, enhancing level of disclosures, compliances
Investor (Small investors)	No	Emails/Phone Calls/In person meetings, webinars, conferences.	Quarterly and need based	Help investors understand the company's business prospects and long-term strategies.
Community	Yes	Meetings, Website, direct interactions, Other	Quarterly and need based	Community development and scope for enhancement.
Employees	No	Viva, Notices, emails, meetings	Need based	Learning opportunities, career management and growth prospects, compensation structure, etc.
Supplier	No	Email/Phone Calls/In person meetings, webinars, conferences	Quarterly and need based	Key offerings from the partners, payment terms, risk management discussion, landscape of engagement.
Customer	No	Meetings, Annual Report, Website, direct interactions, Other	Need Based	Plan and progress towards Net zero as part of being suppliers of OEM.

**Leadership Indicator**

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

Based on the regular interactions with the stakeholders, the board is updated through reports & meetings.

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

Yes; the ELT sustainability workshop highlighted solar energy generation, water conservation, and plastic bottle elimination as key priorities. Implementation is currently underway.

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

Based on the regular interactions with the stakeholders, necessary steps are taken to address the concerns. For instance, in one of our key programs, Industry academia gap was observed where students lack access to the emerging trends in the industry. Based on discussions with the stakeholders and SMEs, this has been addressed through interventions such as mentoring sessions between the students and SMEs, engagement with Industry Associations for hands-on experience among others.

**PRINCIPLE 5: Businesses should respect and promote human rights**

Essential Indicators

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

Category	FY 2024			FY 2023		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
<b>Employees</b>						
Permanent	10,186	10,186	100%	9,074	9,074	100%
Other than permanent	487	487	100%	506	506	100%
<b>Total Employees</b>	<b>10,673</b>	<b>10,673</b>	<b>100%</b>	<b>9,580</b>	<b>9,580</b>	<b>100%</b>

**Note:** Data for India operations.

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

Category	FY 2024				FY 2023					
	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)
<b>Employees</b>										
<b>Permanent</b>										
Male	10,001	NA	NA	10,001	100%	9,165	NA	NA	9,165	100%
Female	1,779	NA	NA	1,779	100%	1,494	NA	NA	1,494	100%
<b>Other than Permanent</b>										
Male	730	NA	NA	730	100%	797	NA	NA	797	100%
Female	131	NA	NA	131	100%	137	NA	NA	137	100%

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

a. Median remuneration/wages:

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category ₹ in lacs	Number	Median remuneration/ salary/ wages of respective category ₹ in lacs
Board of Directors (BoD)*	2	30.05	2	27.68
Key Managerial Personnel	2	326.05	1	173.32
Employees other than BoD and KMP	8,665	10.46	1,519	8.16
Workers	NA	NA	NA	NA

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

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

Particulars	FY 2024	FY 2023
Gross wages paid to females as % of total wages	12.87%	11.40%

Note- Data pertains to India operations.

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

Yes; the organization conducts training on Code of Conduct, ethics and POSH. Furthermore, the company has a POSH Committee and Ethics Committee in place.

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

TTL has established comprehensive internal processes for addressing grievances related to human rights. Additionally, the company has implemented Whistle-blower Mechanisms to receive and manage complaints and feedback concerning human rights violations and process enhancements. Under this policy, any employee, director, or affiliated individual can make a Protected Disclosure regarding violations while safeguarding the organization's interests. The mechanism delineates clear procedures for lodging complaints, receiving and handling them, conducting investigations, assigning responsibilities, and ensuring non-retaliation. Furthermore, the company has in place a TCOC & POSH policy that delineates a grievance mechanism, including procedures for reporting sexual harassment, conducting inquiries, specifying the members of the scrutiny committee, outlining complaint investigation procedures, and providing avenues for redressal.

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

	FY 2024			FY 2023		
	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	2	Nil	NA	Nil	Nil	NA
Discrimination at workplace	Nil	Nil	NA	Nil	Nil	NA
Child Labour	Nil	Nil	NA	Nil	Nil	NA
Forced Labour/ Involuntary Labour	Nil	Nil	NA	Nil	Nil	NA
Wages	Nil	Nil	NA	Nil	Nil	NA
Other human rights related issues	Nil	Nil	NA	Nil	Nil	NA

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

Particulars	FY 2024	FY 2023
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	2	Nil
Complaints on POSH as a % of female employees / workers	0.0008%	NA
Complaints on POSH upheld	2	NA

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

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

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

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

10. Assessment for the year:

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

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

Not applicable, there were no significant concerns that arose from the assignments above that needed corrective actions.

Leadership Indicators

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

For addressing the human rights grievances/complaints, group Policy on Human Rights, Whistle-blower policy, TCOC, Diversity & Inclusion, POSH, Equal opportunity for employees is in place. For global business, the Modern Slavery Act is in place. The weblink of the policy are as follows: <https://www.tatatechnologies.com/in/modern-slavery-act/>.

Some of the processes introduced as a follow-up to the human rights issues identified were the maternity policy, re-ignite program for women to encourage them to start working post a career break, policy for differently abled at workplaces among others.

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

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

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

Yes.

4. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Child labour	
Forced/involuntary labour	
Sexual harassment	
Discrimination at workplace	Not measured
Wages	
Others-please specify	

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

Not applicable, there were no significant concerns that arose from the assignments above that needed corrective actions.

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

**Essential Indicators**

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

Parameter	Unit	FY 2023-24	FY 2022-23
<b>From renewable sources</b>			
Total electricity consumption (A)	GJ	14	0
Total fuel consumption (B)	GJ	0	0
Energy consumption through other sources (C)	GJ	0	0
<b>Total energy consumed from renewable sources (A+B+C)</b>	GJ	<b>14</b>	<b>0</b>
<b>From non-renewable sources</b>			
Total electricity consumption (D)	GJ	34,051	24,719
Total fuel consumption (E)	GJ	2,090	3314
Energy consumption through other sources (F)	GJ	Nil	Nil
<b>Total energy consumed from non-renewable sources (D+E+F)</b>	GJ	<b>36,141</b>	<b>28,033</b>
<b>Total energy consumed (A+B+C+D+E+F)</b>	GJ	<b>36155</b>	<b>28,033</b>
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)		0.00000071	0.00000064
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)* (Total energy consumed/ Revenue from operations adjusted for PPP)		0.000016	0.000014
Energy intensity in terms of physical output		NA	NA
Energy intensity (optional)- the relevant metric may be selected by the entity			

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

No

\*Source - <https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC/IND>

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

Not applicable.

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

Parameter	FY 2023-24	FY 2022-23
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface Water	Nil	Nil
(ii) Ground Water	Nil	Nil
(iii) Third Party Water	89,175	63,085
(iv) Seawater / desalinated water	Nil	Nil

Parameter	FY 2023-24	FY 2022-23
(v) Others	Nil	Nil
<b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>	<b>89,175</b>	<b>63,085</b>
<b>Total volume of water consumption (in kilolitres)</b>	<b>89,175</b>	<b>63,085</b>
Water intensity per rupee of turnover (Total Water consumption / Revenue from operations)	0.0000017	0.0000014
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)* (Total water consumption/ Revenue from operations adjusted for PPP)	0.000039	0.000032
Water intensity in terms of physical output	NA	NA
Water intensity (optional) – the relevant metric may be selected by the entity	-	-

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

No

\* Source - <https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC/IND>

4. Provide the following details related to water discharged:

Parameter	FY 2023-24	FY 2022-23
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
<b>i) To surface water</b>		
- No treatment	Nil	Nil
- With treatment-please specify level of treatment	Nil	Nil
<b>ii) To Groundwater</b>		
- No treatment	Nil	Nil
- With treatment-please specify level of treatment	Nil	Nil
<b>iii) To Seawater</b>		
- No treatment	Nil	Nil
- With treatment-please specify level of treatment	Nil	Nil
<b>iv) Sent to third-parties</b>		
- No treatment	Nil	Nil
- With treatment-please specify level of treatment	Nil	Nil
<b>v) Others</b>		
- No treatment	Nil	Nil
- With treatment-please specify level of treatment	Nil	Nil
<b>Total water discharge (in kilolitres)</b>	<b>Nil</b>	<b>Nil</b>

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency: No

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

No, the company has not implemented a mechanism for Zero Liquid Discharge.

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

Parameter	Please specify unit	FY 2023-24	FY 2022-23
NOx	mg/Nm3	120.00	30.20
Sox	mg/Nm3	123.40	58.40
Particulate matter (PM)	mg/Nm3	59.64	65.60
Persistent organic compounds (POP)	Nil	Nil	Nil
Volatile organic compounds (VOC)	Nil	Nil	Nil
Hazardous air pollutants (HAP)	Nil	Nil	Nil
Others-please specify	Nil	Nil	Nil

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency:  
No

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

Parameter	Unit	FY 2023-24	FY 2022-23
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	134	211
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	7705	5753
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)		0.00000015	0.00000014
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)* (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)		0.00000034	0.00000030
Total Scope 1 and Scope 2 emission intensity in terms of physical output		NA	NA
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity		-	-

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency:  
No

\*Source- <https://www.imf.org/external/datamapper/PPPEX@WFO/OEMDC/IND>

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

Following specific projects were undertaken during the financial year with a view to reduce GHG emissions:

Energy:

- The desktop computers which consumed around 150 watts of electricity, were replaced with Laptops consuming 30 watts.
- Solar Street Lights have been installed which has reduced CO2 emissions in the year by 16.77 MT.
- CFL lights have been replaced by LED lights in the Facilities and has helped reduce 59.26 MT CO2 emissions in the year.
- 2 EV cars have been purchased reducing 261 kg CO2 emissions compared to diesel cars.

Biodiversity:

In the reporting year, tree and sapling plantation drives have been carried out both in the campus and communities. 140 trees were planted resulting in CO2 sequestration of 2,800 kgs and 125 saplings were planted in a TTL supported CSR school near campus. Also, as part of client relationships, TTL has partnered with an organization to plant trees on behalf of its clients.

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

Parameter	FY 2024	FY 2023
<b>Total Waste generated (in metric tonnes)</b>		
Plastic waste (A)	8.40	Not available
E-waste (B)	21.58	Not available
Bio-medical waste (C)	0.0024	0.0016
Construction and demolition waste (D)	33.30	Not available
Battery waste (E)	0.83	Nil
Radioactive waste (F)	Not Applicable	Not Applicable
Other Hazardous waste. Please specify, if any. (G)	0.20	0.50
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	28.13	Nil
<b>Total (A+B + C + D + E + F + G + H)</b>	<b>92.44</b>	<b>0.50</b>
<b>Waste intensity per rupee of turnover</b> (Total waste generated / Revenue from operations)	0.0000000018	0.00000000011
<b>Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total waste generated / Revenue from operations adjusted for PPP)	0.0000000040	0.00000000025
Waste intensity in terms of physical output	NA	NA
<b>Waste intensity (optional)</b> – the relevant metric may be selected by the entity	NA	NA
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>		
<b>Category of waste</b>		
i) Recycled	NA	NA
ii) Re-used	NA	NA
iii) Other recovery operations	NA	NA
<b>Total</b>	<b>NA</b>	<b>NA</b>
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>		
<b>Category of waste</b>		
i) Incineration	Not Applicable	Not Applicable
ii) Landfilling	Not Applicable	Not Applicable
iii) Other disposal operations	92.44	0.50
<b>Total</b>	<b>92.44</b>	<b>0.50</b>

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

No

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.

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

- **Waste Segregation:** Clearly labelled bins are provided to facilitate proper waste disposal.
- **Composting Initiative:** Organic waste is locally converted into nutrient-rich compost.
- **Sewage Treatment Plant:** Blackwater is treated on-site through a sewage treatment plant (STP), and the treated wastewater is reused for non-potable purposes such as gardening, reducing freshwater demand.
- **Water Conservation:** Measures such as aerators are implemented to reduce liquid waste volume.
- **Digitalization:** Whenever possible, digital documents are preferred over paper, electronic communication is utilized, and documents are stored digitally to reduce paper waste and conserve resources.
- **Repair, Refurbish, Repurpose:** Electronic items and wooden furniture are repaired or refurbished instead of discarded, and paper materials are reused when feasible (e.g., reusing envelopes).
- **Recycling:** Waste materials, including IT equipment, electrical items, and bulbs, are disposed of through local recycling vendors.
- **Spill Response Plans:** Spill response plans are in place for stored diesel for DG sets, outlining procedures for containing and cleaning up spills to prevent environmental contamination.

- **Reduction of Single-Use Plastics:** Single-use plastic items are minimized, and reusable alternatives such as glass bottles and stainless-steel utensils are utilized to decrease plastic waste generation.
- **Refillable Soap Dispensers:** Refillable soap dispensers are used in TTL offices instead of single-use plastic bottles, reducing plastic packaging waste.
- **Sanitary Waste Management:** Separate bins specifically designed for sanitary waste disposal are provided in bathrooms, clearly labelled to guide users.
- **Biomedical Waste Disposal:** Specialized biomedical waste disposal services are engaged in medical facilities to manage biomedical waste in compliance with regulations.

11. If the entity has operations/offices in/around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.) where environmental approvals / clearances are required, please specify details in the following format:  
Not applicable.

12. Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year:  
Not applicable. No such impact assessments were conducted during the current financial year.

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

**Leadership Indicators**

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

- i) **Name of the area:**
- ii) **Nature of operations:**
- iii) **Water withdrawal, consumption, and discharge in the following format:**  
Not applicable as none of TTL’s facilities are in areas of water stress.

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

Parameter	Unit	FY 2024	FY 2023
Total Scope 3 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	NA	NA
Total Scope 3 emissions per rupee of turnover		NA	NA
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity		NA	NA

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

No

TTL is currently not tracking Scope 3 emissions and would start tracking its Scope 3 emissions in the coming years.

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.	E Vehicles	TTL has purchased two EV vehicles during the financial year.	Reduction in 261 kgs of CO2 emissions compared to diesel cars
2.	Transition to better fuel	LPG Cooking gas consumed in the cafeteria was replaced with PNG.	This is more recent initiative. However, immediate outcomes are a) marginal decrease in carbon emissions as the emission factor is less with PNG; b) with negligible chances of leakage, there is no risk of fire incidents in the campus.

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

Yes, TTL does have a Business Continuity Plan (BCP) in place. The BCP outlines the scope of protection of personnel and assets during a disaster, continued business operations, prevention, and recovery from potential threats, maintaining health and safety of the staff, contractors and others. The BCP plan is an internal document which is not available in the public domain.

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.  
Not Applicable as an entity as no adverse impacts are seen.
7. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts.  
None.

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

**Essential Indicators**

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

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	NASSCOM	National

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

Name of authority	Brief of the case	Corrective action taken
NA	NA	NA

**Leadership Indicators**

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

S. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in the public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly / Others – please specify)	Web Link, if available
1.	Extending work from home for Special Economic Zone (SEZ) facilities in the IT sector was done with NASSCOM post COVID	Recommendations submitted to relevant government departments, trade associations on request	No	Annual	Not available

**PRINCIPLE 8: Businesses should promote inclusive growth and equitable development**

**Essential Indicators**

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

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

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

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

3. Describe the mechanisms to receive and redress grievances of the community.  
As a TATA Group Company, TTL is governed by the TATA Code of Conduct (TCOC) which elaborates the various Human Rights violations and possible risks. For instance, regards to supply chain vendors, every Purchase Order and Memorandum of Understanding has incorporated the TCOC clause which needs to be adhered to. For partners under CSR, mechanisms such as reviews and site visits are used to share challenges (if any), directly with the concerned officials. For whistleblowers, there is a third-party vendor wherein grievances can be filed, confidentially. If the grievances are still not resolved, the communities have access to the Business Leads and the Senior Leadership. The below web-link can be accessed for all matters related to the company <https://www.tatatechnologies.com/us/about-us/>

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

Particulars	FY 2024	FY 2023
Directly sourced from MSMEs/ small producers	64%	NA
Directly from within India	64%	NA

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.

Particulars	FY 2024	FY 2023
Rural		
Semi-urban		
Urban	100%	100%
Metropolitan		

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

Note: Data specific to India

**Leadership Indicators**

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

Details of negative social impact identified	Corrective action taken
Not applicable, as no social impact assessment has been undertaken.	

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 ₹)
Not applicable as no CSR projects were undertaken in designated aspirational districts.			

3. a. Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized/ vulnerable groups? (Yes/ No)  
No, however preferential procurement guidelines are in place. These guidelines provide fair chance to compete and perform as follows:
  - **Access to opportunity and Selection** – Selection evaluation criteria provide them to fairly compete and perform in the business.
  - **Business terms and conditions** – Betterment and comply with all MSME payment term requirements.
  - **Performance evaluation**– Not categorized based on MSME but 50% is MSME so they fall in the random sampling.
  - **Business continuity**– BCP in place for MSME category related suppliers.
- b. From which marginalized /vulnerable groups do you procure?  
Currently, we do not procure from any marginalised/ vulnerable groups.
- c. What percentage of total procurement (by value) does it constitute?  
Not Applicable
4. Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current financial year), based on traditional knowledge:  
Not applicable.
5. Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved.  
Not applicable.
6. Details of beneficiaries of CSR Projects:

S. No	CSR Project	No. of persons benefited from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1.	Ready Engineer	7,866	Not applicable
2.	STEM Education and Enhancement	29,842	Not applicable
3.	Empowerment via Education	292	100%

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

1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback.  
TTL seeks delivery-based project feedbacks from its customers throughout the delivery process and also at the end of the project cycle. Similarly, Net Promoter Score survey is carried out to obtain pertinent feedback from the customers and respond. Each customer concern is handled with the highest level of attention across all levels. TTL teams acknowledge and thoroughly analyse incidents, devising action plans for resolution. The team collaborates with the customer to validate the action plan and provides regular updates on the progress made. Customer feedback is embraced constructively, and action plans are adjusted to ensure the utmost satisfaction of the customer.

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

	As a percentage to total turnover
Environmental and social parameters relevant to the product	Not applicable
Safe and responsible usage	Not applicable
Recycling and/or safe disposal	Not applicable

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

	FY 2024			FY 2023		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	Nil	Nil	NA	Nil	Nil	NA
Advertising	NA	NA	NA	NA	NA	NA
Cyber-security	Nil	Nil	NA	Nil	Nil	NA
Delivery of essential services	NA	NA	NA	NA	NA	NA
Restrictive Trade Practices	NA	NA	NA	NA	NA	NA
Unfair Trade Practices	NA	NA	NA	NA	NA	NA

NA = Not applicable

4. Details of instances of product recalls on account of safety issues:  
Not applicable.
5. Does the entity have a framework/ policy on cyber security and risks related to data privacy? (Yes/No) If available, provide a web-link of the policy.  
Yes; the entity has a documented policy on data privacy in place, the weblink is as follows: <https://www.tatatechnologies.com/in/privacy-policy/>.  
TTL also has an Information Security Policy in place which provides detailed guidelines on the procurement of software, hardware, equipment usage and e-waste disposal among others. The policy however is not available in the public domain.
6. Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty / action taken by regulatory authorities on safety of products / services.  
There were no such actions taken by any regulatory authorities which required corrective actions to be taken against.
7. Provide the following information relating to data breaches:
  - a. Number of instances of data breaches  
Nil
  - b. Percentage of data breaches involving personally identifiable information of customers  
Nil
  - c. Impact, if any, of the data breaches  
Not applicable.



Leadership Indicators

1. Channels/platforms where information on products and services of the entity can be accessed (provide web link, if available).  
Information on services provided by the company can be accessed at <https://www.tatatechnologies.com/in>
2. Steps taken to inform and educate consumers about safe and responsible usage of products and/ or services.  
Not applicable owing to the nature of business.
3. Mechanisms in place to inform consumers of any risk of disruption/ discontinuation of essential services.  
Refer to Principle 6, Question 7 of Leadership indicators in this report.
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)  
Not applicable as far as the display of product information is concerned. Yes, TTL does conduct Net Promoter Surveys to understand the satisfaction levels amongst its customers and to continually improve its services.

## Independent Auditor’s Report

To the Members of Tata Technologies Limited

Report on the Audit of the Consolidated Financial Statements

Opinion

We have audited the consolidated financial statements of Tata Technologies Limited (hereinafter referred to as the “Holding Company”) and its subsidiaries (Holding Company and its subsidiaries together referred to as “the Group”), which comprise the consolidated balance sheet as at 31 March 2024, and the consolidated statement of profit and loss (including other comprehensive income), consolidated statement of changes in equity and consolidated statement of cash flows for the year then ended 31 March 2024, and notes to the consolidated financial statements, including material accounting policies and other explanatory information (hereinafter referred to as “the consolidated financial statements”).

In our opinion and to the best of our information and according to the explanations given to us, and based on the consideration of reports of the other auditors on separate financial statements of such subsidiaries as was audited by the other auditors, the aforesaid consolidated financial statements give the information required by the Companies Act, 2013 (“Act”) in the manner so required and give a true and fair view in conformity with the accounting principles generally accepted in India, of the consolidated state of affairs of the Group as at 31 March 2024, of its consolidated profit and other

comprehensive income, consolidated changes in equity and consolidated cash flows for the year then ended.

Basis for Opinion

We conducted our audit in accordance with the Standards on Auditing (SAs) specified under Section 143(10) of the Act. Our responsibilities under those SAs are further described in the Auditor’s Responsibilities for the Audit of the Consolidated Financial Statements section of our report. We are independent of the Group in accordance with the ethical requirements that are relevant to our audit of the consolidated financial statements in terms of the Code of Ethics issued by the Institute of Chartered Accountants of India and the relevant provisions of the Act, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence obtained by us along with the consideration of reports of the other auditors referred to in paragraph (a) of the “Other Matters” section below, is sufficient and appropriate to provide a basis for our opinion on the consolidated financial statements.

Key Audit Matter

Key audit matters are those matters that, in our professional judgment were of most significance in our audit of the consolidated financial statements of the current period. These matters were addressed in the context of our audit of the consolidated financial statements as a whole, and in forming our opinion thereon, and we do not provide a separate opinion on these matters.

Revenue recognition – Fixed price contracts where revenue is recognized using percentage of completion method	
See Note 21 to consolidated financial statements	
The key audit matter	How the matter was addressed in our audit
<p>The Group enters into fixed-price contracts with its customers where the revenue from each contract is recognized based on percentage of completion. This involves computation of actual cost incurred and estimation of total cost on each contract to measure progress towards completion (the input method).</p> <p>Accuracy and existence of revenue recognition in respect of fixed price contracts has been identified as key audit matter considering below:</p> <ul style="list-style-type: none"> <li>• there is an inherent risk and presumed fraud risk around the accuracy and existence of revenues recognised considering the customised and complex nature of these contracts and significant inputs of IT systems,</li> </ul>	<p>We performed the following audit procedures to obtain sufficient audit evidence:</p> <ul style="list-style-type: none"> <li>• Obtained an understanding of the systems and processes and evaluated the design and implementation and tested the operating effectiveness of key internal financial controls implemented by the Group with respect to:                             <ul style="list-style-type: none"> <li>– recognition of actual cost incurred on each contract (including allocation and apportionment),</li> <li>– estimation of future cost to complete,</li> <li>– estimation of provision for onerous contract,</li> <li>– recognition of contract assets and contract liability,</li> <li>– the total contract revenue on its completion.</li> </ul> </li> </ul>