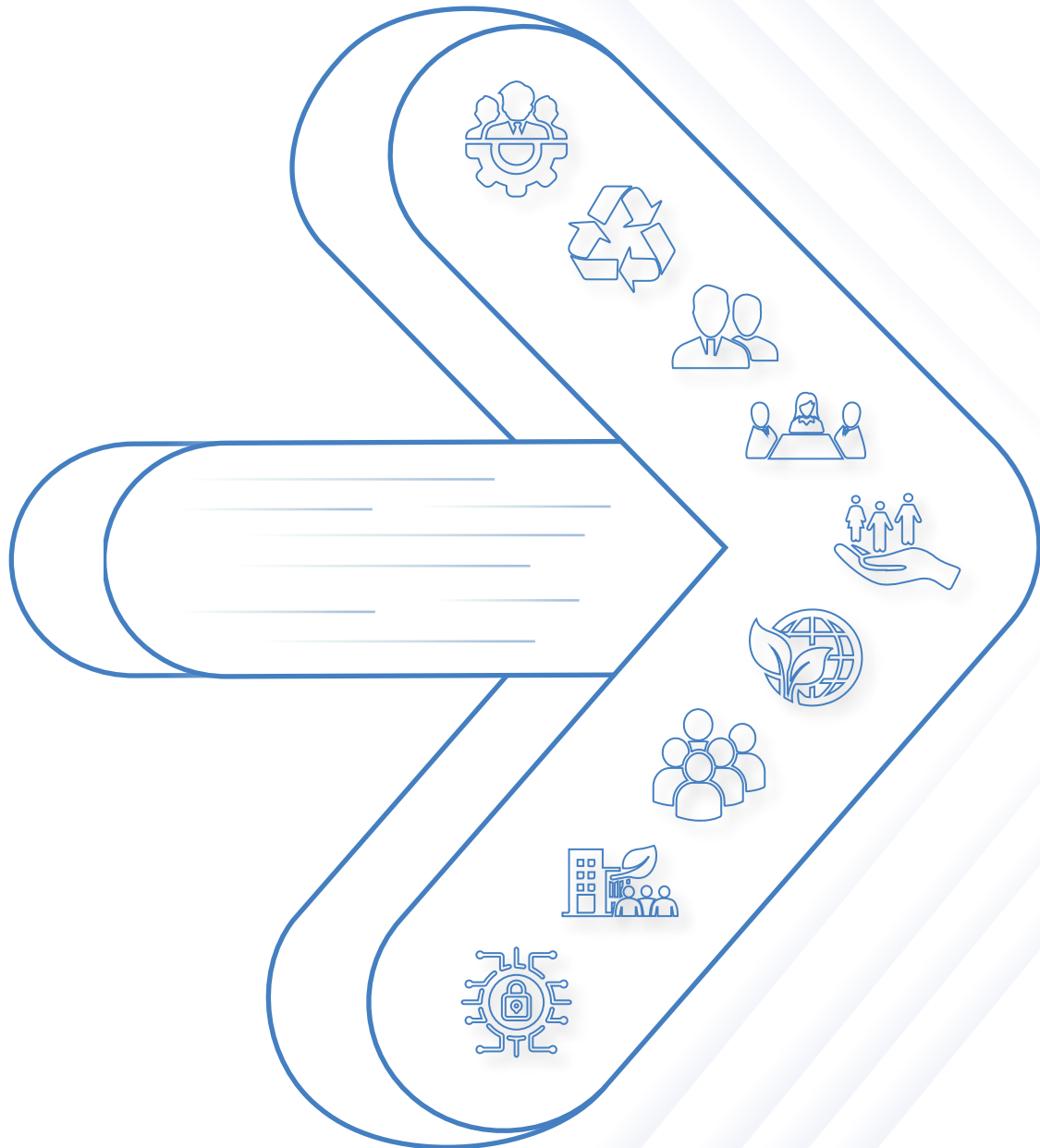


Business Responsibility and Sustainability Report



SECTION A:

General Disclosures

I. DETAILS OF THE LISTED ENTITY

1.	Corporate Identity Number (CIN) of the Listed Entity:	L85110KA1989PLC009968
2.	Name of the Listed Entity:	Tata Elxsi Limited
3.	Year of incorporation:	1989
4.	Registered office address:	ITPB Road, Whitefield, Bengaluru 560048, India
5.	Corporate address:	ITPB Road, Whitefield, Bengaluru 560048, India
6.	Email:	investors@tataelxsi.com
7.	Telephone:	080 2297 9123
8.	Website:	www.tataelxsi.com
9.	Financial year for which reporting is being done:	April 01, 2025, to March 31, 2026
10.	Name of the Stock Exchange(s) where shares are listed:	BSE Limited National Stock Exchange of India Limited
11.	Paid-up Capital:	₹6,229.67 lakhs comprising 622.97 lakhs equity shares of ₹10/- each
12.	Name and contact details (telephone, Email address) of the person who may be contacted in case of any queries on the BRSR report:	Name: Dr. Sajiv Madhavan Designation: Chief Risk and Sustainability Officer Telephone No: 080 2297 9123 Fax: 080 2841 1474 Email ID: investors@tataelxsi.com
13.	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together):	The disclosures under this report are made on a standalone basis.
14.	Name of assurance provider:	ISOQAR
15.	Type of assurance obtained:	Reasonable assurance from third-party

II. PRODUCTS/SERVICES

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

Tata Elxsi provides design and technology services across industries, including Transportation, Healthcare, Media & Communication. The Company's services are broadly categorised into 'Software Development & Services' and 'Systems Integration & Support'.

S. No.	Description of main activity	Description of business activity	% Of turnover of the entity
1.	Software Development and Services	Software Design, Development and Testing	97.10%
2.	Systems Integration and Support	Systems Integration and Design Services	2.90%

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

S. No.	Product/Service	NIC Code	% of Turnover of the entity
1.	Software Development and Services	62013	97.10%
2.	Systems Integration and Support	62020	2.90%

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	8	8
International	NA	21	21

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

Locations	Number
National (No. of States)	5 States and 1 UT
International (No. of Countries)	35

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

More than 80% of the total revenue.

c. A brief on types of customers

Tata Elxsi's clientele spans industries like transportation, healthcare, media & communication worldwide. Moreover, this includes Original Equipment Manufacturers (OEMs) service providers, Tier 1 and Tier 2 suppliers.

IV. EMPLOYEES**20. Details as at the end of Financial Year:****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)	11,046	7,298	66.06%	3,748	33.94%
2.	Other than permanent (E)	494	372	75.30%	122	24.70%
3.	Total employees (D + E)	11,540	7,670	66.46%	3,870	33.54%
Workers						
4.	Permanent (F)	0	-	-	-	-
5.	Other than permanent (G)	444	329	74.10%	115	25.90%
6.	Total workers (F + G)	444	329	74.10%	115	25.90%

- Permanent employees constitute full-time employees, and the other than permanent employees include direct consultants, and third-party contract employees.
- Workers constitute other than permanent (operations and maintenance third-party contractors).

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)	16	14	87.50%	2	12.50%
2.	Other than permanent (E)	0	-	-	-	-
3.	Total differently abled employees (D + E)	16	14	87.50%	2	12.50%
Differently abled workers						
4.	Permanent (F)	0	-	-	-	-
5.	Other than permanent (G)	0	-	-	-	-
6.	Total differently abled workers (F + G)	0	-	-	-	-

The above count constitutes disability disclosed by the employee/workers. In the worker category, Tata Elxsi presently does not have anyone with disabilities. Tata Elxsi maintains a non-discriminatory approach towards people with disability and applies the same policies to all employees and workers, including during recruitment.

21. Participation/Inclusion/Representation of women

	Total (A)	No. of percentage of females	
		No. (B)	% (B/A)
Board of Directors	6	1	16.67%
Key Management Personnel	3	1	33.33%

Key Management Personnel includes the Chief Executive Officer (CEO), Chief Financial Officer (CFO) and Company Secretary (CS).

22. Turnover rate for permanent employees and workers

(Disclose trends for the past 3 years)

	FY 2025-26 (Turnover rate in current financial year)			FY 2024-25 (Turnover rate in previous financial year)			FY 2023-24 (Turnover rate in the year prior to the previous financial year)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	15.10%	17.30%	15.80%	13%	13.90%	13.30%	12.60%	12.10%	12.40%
Permanent Workers	Not applicable since there are no permanent workers for Tata Elxsi.								

V. HOLDING, SUBSIDIARY AND ASSOCIATE COMPANIES (INCLUDING JOINT VENTURES)

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

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)
Tata Sons Private Limited	Holding	42.22%	Yes

VI. CSR DETAILS

24.

- i Whether CSR is applicable as per section 135 of Companies Act, 2013:
Yes
- ii Turnover (in ₹)
3,75,742.37 lakhs
- iii Net worth (in ₹)
3,04,134.17 lakhs

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 the complaint is received	Grievance redressal mechanism in place (Yes/No) (If yes, then provide the weblink for the grievance redressal policy)	FY 2025-26 (Current financial year)			FY 2024-25 (Previous financial year)		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
COMMUNITIES	Yes	0	-	Nil	0	0	Nil
INVESTORS (other than shareholders)	Yes	0	-	-	0	-	-
SHAREHOLDERS	Yes	67	7	As per SEBI filing and as per internal records	77	3	As per SEBI filing and as per internal records

Stakeholder group from whom the complaint is received	Grievance redressal mechanism in place (Yes/No)	FY 2025-26 (Current financial year)			FY 2024-25 (Previous financial year)		
	(If yes, then provide the weblink for the grievance redressal policy)	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
EMPLOYEES AND WORKERS	Yes	4	0	-	14	2	At the time of preparation of this report, the closure of two complaints is in progress and within the resolution lead time
CUSTOMERS	Yes	8	0	-	14	0	-
VALUE CHAIN PARTNERS	Yes	0	-	-	0	-	-
OTHER (please specify)	-	-	-	-	-	-	-

- The policies guiding the Company's conduct, including the grievance redressal mechanism, are available on the Company's website at <https://www.tataelxsi.com/investors/policies-and-disclosures>.
- The Company provides a mechanism to address grievances of its shareholders. TSR Consultants Private Limited has been appointed as the Share Transfer Registrars/Agents and is responsible for addressing shareholders' inquiries, requests, and complaints. The Share Transfer Registrars/Agents operate within the guidelines established by the Securities and Exchange Board of India (SEBI) and respond to such grievances through a designated Email address.
- The Company's Whistle Blower Policy is available to all employees and workers. The Company offers various communication channels, including an Email address and written complaints, to address any grievances through the Whistle Blower mechanism.
- Customers have multiple communication channels to address their grievances, including project reviews, periodic meetings at various levels and a portal to raise issues/complaints.
- Value chain partners can avail the grievance redressal mechanism through various channels, including an Email address, a shared service helpdesk, and the Global Whistle Blower Policy.

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	Data Privacy	Risk	Tata Elxsi's operations involve handling sensitive enterprise data and making data privacy integral to compliance and trust. The rapidly evolving global data protection regulations heighten the risk of penalties, business disruption, and reputational loss in case of non-compliance	<ul style="list-style-type: none"> Enhanced data privacy safeguards through strong policies, secure processes, regulatory compliance, and employee awareness programmes Implementation of secure access controls, encryption, and data lifecycle management across operations Regular privacy risk assessments, audits, and monitoring to ensure adherence to global data protection regulations 	Negative
3	Cyber Security	Risk	Cybersecurity poses a significant risk due to rising cyber threats that could disrupt operations, compromise data, erode stakeholder trust, and result in regulatory, financial, and reputational impacts	<ul style="list-style-type: none"> Enhanced cybersecurity architecture, monitoring, vulnerability assessments, awareness programmes and business continuity planning 	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)
5	Talent Management & DEI	Risk	Given the continuous need to upgrade high-end skills and research capabilities in ER&D, gaps may affect workforce capability, retention, and long-term organisational performance	<ul style="list-style-type: none"> Increased investment in Learning & Development tools, platforms, and curated content Digital and role-based learning to support continuous skill development Focus on future-ready, research-driven, and ER&D capabilities Alignment of learning with career progression and capability planning 	Negative
		Opportunity	Enhancing Tata Elxsi's capability to leverage advanced technologies while progressing toward its goal of becoming the preferred partner for its customers	<ul style="list-style-type: none"> Future-ready and diverse workforce aligned to ER&D and innovation needs Use inclusive practices to strengthen innovation, engagement, and employer brand Align talent and DEI strategies with longterm business growth 	Positive
6	Innovation & IP Protection	Risk	Inadequate protection of intellectual property or limited innovation may erode competitive advantage	<ul style="list-style-type: none"> Structured innovation programmes, intellectual property registration, confidentiality controls and employee awareness 	Negative
		Opportunity	Strong innovation and IP protection enable market differentiation and long-term value creation	<ul style="list-style-type: none"> Driving innovation with strong IP protection to deliver differentiated solutions and sustained competitive advantage 	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)
8	Community Engagement (CSR)	Opportunity	As part of the Company's commitment to society, comprehensive CSR interventions span education, healthcare, environment and climate action, water and sanitation, intergenerational well-being, and livelihood and skill development	<ul style="list-style-type: none"> Drive long-term, measurable outcomes through structured programmes, partnerships, and impact monitoring 	Positive
9	Product and Service Stewardship	Opportunity	To contribute towards a sustainable ecosystem	<ul style="list-style-type: none"> Quality management systems, delivery governance, customer feedback and continuous improvement 	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	P1	P2	P3	P4	P5	P6	P7	P8	P9
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. Weblink of the policies, if available	Y	Y	Y	Y	Y	Y	Y	Y	Y
P1 to P9: Tata Code of Conduct (TCoC) P1: Whistle Blower Policy P2: Sustainable Supply Chain Policy P3 and P5: Employee-related Policies P4 and P8: Corporate Social Responsibility (CSR) Policy P6: HSE Policy and ESG Policy https://www.tataelxsi.com/investors/policies-and-disclosures									
2. Whether the entity has translated the policy into procedures. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
4. Name of the national and international codes/certifications/labels/standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	ISO 9001: 2015 – For Quality Management System ISO 27001: 2022 – For Information Security Management System ISO 45001: 2018 – For Occupational Health and Safety Management System ISO 14001: 2015 – For Environmental Management System ISO 13485: 2016 – For Medical Device Certification ISO 31000: 2018- Enterprise Risk Management CMMi V2.0 Level 3 – For Digital applications for Medical Domain Auto SPICE – For Automotive Projects TISAX – Information Security Certification for German Automotive Projects								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	N	N	N	N	N	Y*	N	N	N

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
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Policy and management processes

6. Performance of the entity against the specific commitments, goals, and targets along-with reasons in case the same are not met.	NA	NA	NA	NA	NA	Y**	NA	NA	NA
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*50% Reduction in Scope 1 + Scope 2 emissions by 2025 (vs the base year 2021), Carbon Neutral by 2030, Net Zero by 2045

**Renewable energy use at 66.2%

Governance, leadership, and oversight

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

As an Engineering Design and Research organisation, Tata Elxsi believes in going beyond its achievements by continuously accelerating its sustainability initiatives. The Company has established a robust ESG framework, including a clearly defined ESG strategy, a comprehensive materiality assessment, and the identification of baseline ESG parameters. While Tata Elxsi's operations have minimal direct environmental impact, the Company has committed itself to ambitious climate goals, including halving its carbon footprint by 2025, achieving 100% carbon neutrality by 2030, and working towards a net-zero emissions target by 2045. To progress towards these commitments, the Company continues to invest in:

- Using energy efficient infrastructure
- Increasing the use of renewable energy

Sustainability is integrated into all aspects of Tata Elxsi's business. The Company's sustainability framework aims to reduce its operational carbon footprint and implement product and service stewardship towards larger social benefit.

8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies).	Name: Manoj Raghavan Designation: CEO and Managing Director DIN: 08458315
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 Stakeholders' Relationship Committee constituted by the Board is responsible for decision making on 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	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	Y	Y	Y	Y	Y	Y	Y	Y	Y	Q	H	Q	Q	Q	H	H	Q	Q
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	A statutory compliance certificate on applicable laws is placed before the Board of Directors every quarter																	

Tata Elxsi’s Integrated Quality Management System integrates the TE-chosen industries’ requirements, best practices, frameworks, and standards. This includes ISO 9001:2015, ISO 27001:2022, ISO 31000:2018, TISAX, Health, Safety, and Environment Standards ISO 14001 and ISO 45001, as well as industry domain specific standards such as Automotive SPICE Level 5 and ISO 13485 (Medical Devices). The Company complies with international laws, principles, and norms, including those in the Universal Declaration of Human Rights, the International Labour Organisation Declaration on Fundamental Principles and Rights at Work, and the United Nations Guiding Principles on Business and Human Rights.

11. Has the entity carried out independent assessment/evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.	P1	P2	P3	P4	P5	P6	P7	P8	P9
	Y	Y	Y	Y	Y	Y	Y	Y	Y

Tata Elxsi is certified for ISO 14001:2015 and ISO 45001:2018

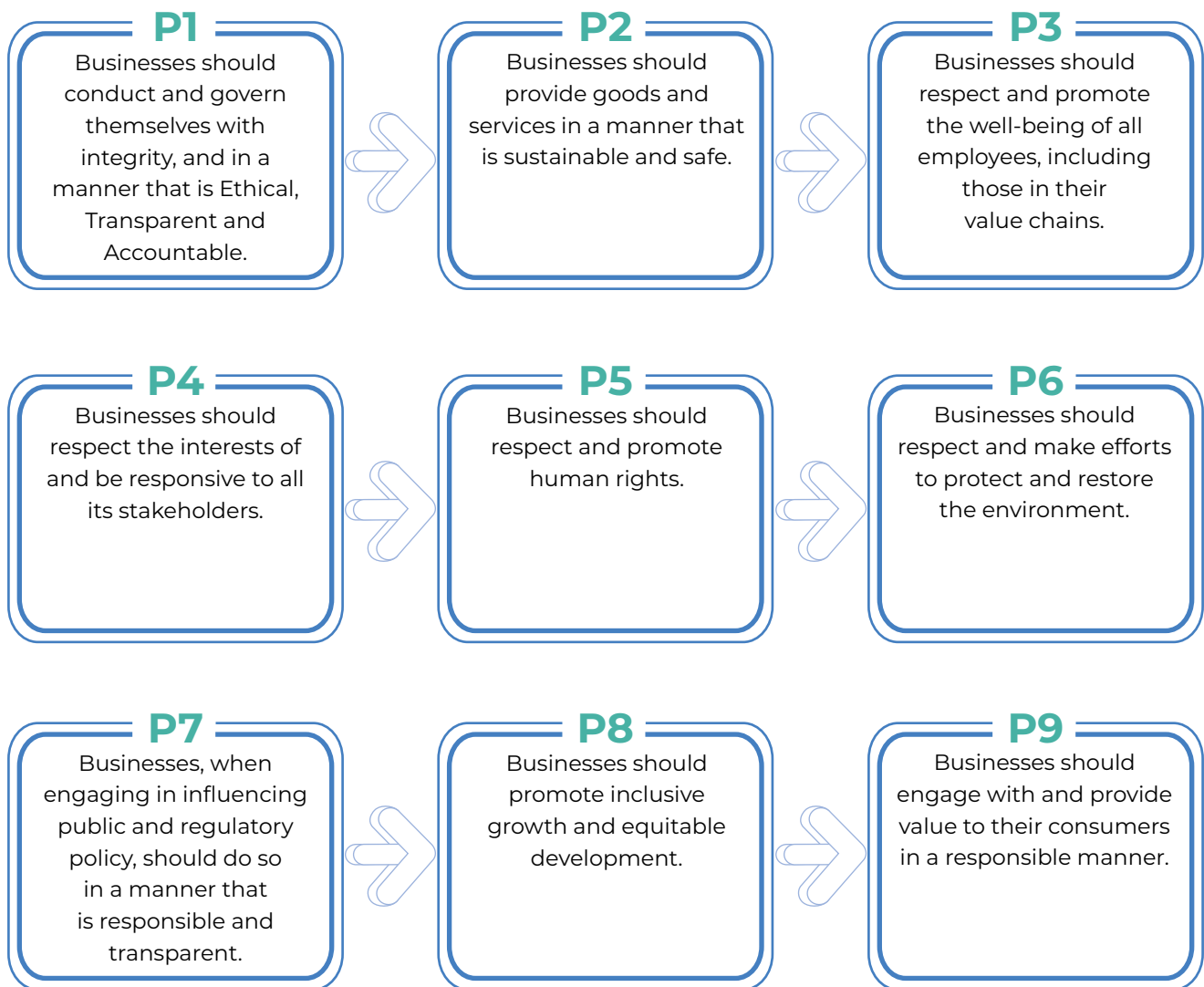
12. If answer to question (1) above is ‘No’ i.e. not all Principles are covered by a policy, reasons to be stated:

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the principles material to its business (Yes/No)	NA								
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:

Principle Wise Performance Disclosure

This section is aimed at helping entities demonstrate their performance in integrating the Principles and Core Elements with key processes and decisions. The information sought is categorised as “Essential” and “Leadership”. While the essential indicators are expected to be disclosed by every entity that is mandated to file this report, the leadership indicators may be voluntarily disclosed by entities which aspire to progress to a higher level in their quest to be socially, environmentally, and ethically responsible.



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	% of persons in respective category covered by the awareness programmes
Board of Directors	2	Business responsibility and sustainability	100%
Key Managerial Personnel	1	The KMP participated in sessions on the Tata Code of Conduct, business ethics, risk, strategy, ESG matters, workplace conduct, and law and compliance. Additionally, these topics are covered in salient detail on the principles.	100%
Employees other than BoD and KMPs	7,041	P1, P3, P5, P6, P8, P9	100%
Workers	618	P1, P3, P5, P6, P8, P9	100%

The count reflects trainings aligned with all BRSR principles, conducted via virtual sessions, in-person classes, and self-paced modules on the Learning Management System during FY 2025-26.

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.

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

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

The Company did not incur any fines, penalties, settlements, or payments to regulators, law enforcement bodies, or judicial authorities during the financial year.

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

The Company did not face any fines, penalties, settlements, or compounding fees in proceedings with regulators, law enforcement agencies, or judicial institutions during the financial year. Consequently, no appeals or revisions were filed in such cases.

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

Yes, Tata Elxsi has developed an anti-bribery policy to ensure that the Company has adequate procedures in place to prevent any involvement in bribery, facilitation payments, or corruption, even if unintentional. The policy can be accessed at: <https://www.tataelxsi.com/investors/policies-and-disclosures>.

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 2025-26 (Current financial year)	FY 2024-25 (Previous financial year)
Directors	Nil	Nil
KMPs	Nil	Nil
Employees	Nil	Nil
Workers	Nil	Nil

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

	FY 2025-26 (Current financial year)		FY 2024-25 (Previous financial year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	NIL	NA	NIL	NA
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	NIL	NA	NIL	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.

Tata Elxsi has not faced any fines, penalties, or actions from regulators, law enforcement agencies, or judicial institutions related to corruption or conflict of interest during the financial year.

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

	FY 2025-26 (Current financial year)	FY 2024-25 (Previous financial year)
Number of days of accounts payable	16	7

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 2025-26 (Current financial year)	FY 2024-25 (Previous financial year)
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	-	-
	b. Number of trading houses where purchases are made from	-	-
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	-	-
Concentration of Sales	a. Sales to dealers/distributors as % of total sales	-	-
	b. Number of dealers/distributors to whom sales are made	-	-
	c. Sales to top 10 dealers/distributors as % of total sales to dealers/distributors	-	-
Share of RPTs in	a. Purchases (Purchases with related parties/Total Purchases)	9%	27%
	b. Sales (Sales to related parties/ Total Sales)	27%	29%
	c. Loans & advances (Loans & advances given to related parties/Total loans & advances)	-	-
	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
1	P1, P2, P3, P4, P5, P6, P7, P8, P9	100%

The value chain awareness programme is a continuous activity that spans vendor creation, evaluation, meetings, self-declarations, certifications, and feedback.

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, Tata Elxsi has established processes to ensure Board members avoid conflict of interest in line with the Tata Code of Conduct. Potential conflicts are identified in advance, and the Board of Directors makes periodic declarations, which are reviewed during Board meetings.

Principle 2

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

Essential Indicators

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

	FY 2025-26 (Current financial year)	FY 2024-25 (Previous financial year)	Details of improvements in environmental and social impacts
R&D	2.02%	1.89%	Tata Elxsi invests in technology intellectual property development, especially in automotive, broadcast, and healthcare domains.
Capex	NA	NA	NA

2. a. Does the entity have procedures in place for sustainable sourcing? Yes

b. If yes, what percentage of inputs were sourced sustainably? 53%

This includes value-wise percentages from OEMs and resellers. Tata Elxsi works with a wide network of local and global suppliers, prioritising local partnerships wherever possible. All suppliers are required to adhere to the Company's Supplier Code of Conduct, reinforcing the Company's commitment to a responsible supply chain. <https://www.tataelxsi.com/investors/policies-and-disclosures>

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.

Being an engineering research and development organisation, Tata Elxsi emphasises sustainability and safety in providing design and development services. Serving global customer segments and not manufacturing products, the Company has established processes for reusing, recycling, and safely disposing of used items. The Company's e-waste recycling process takes care of obsolete computers, monitors, computer accessories and other electronic office equipment. It has employed specialised agencies to carry out the e-waste disposal. The Company encourages reduced use of paper. Hazardous waste like UPS batteries is responsibly given to licensed agencies for recycling.

- The organisation's standard operating procedure to dispose waste is detailed in Waste Management process document.
- Hazardous waste like battery, used oil, oil-soaked cotton waste and diesel generator set filters are disposed to Pollution Control Board authorised vendors.
- The E-waste is disposed to authorised e-waste collectors.
- The existing assets removed from a facility if reusable are stored appropriately and repurposed, taking into consideration all aspects of safety and environment.
- General waste is given to municipality-approved vendors.

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

No, extended producer responsibility is not applicable to the Company's activities.

Leadership Indicators

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

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

NA, as Tata Elxsi is an ER&D company that does not offer physical products, the Company does not have reclaimed products or packaging materials.

- 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.**

No Life Cycle Assessment was conducted by the Company for the financial year, and there are no concerns or risks related to environmental or social issues.

- 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).**

Tata Elxsi, an ER&D company, does not recycle or reuse any of its products or services.

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

NA, as Tata Elxsi is an ER&D company and does not have physical products as a part of its offerings.

	FY 2025-26 Current financial year			FY 2024-25 Previous financial year		
	Re-Used	Recycled	Safely disposed	Re-Used	Recycled	Safely disposed
Plastics (including packaging)	Nil	Nil	Nil	Nil	Nil	Nil
E-waste	Nil	Nil	Nil	Nil	Nil	Nil
Hazardous waste	Nil	Nil	Nil	Nil	Nil	Nil
Other waste	Nil	Nil	Nil	Nil	Nil	Nil

Tata Elxsi is a research and development organisation with primary activity as software and design services. There are no products and packaging applicable at the end of life which may require reuse, recycle or safe disposal.

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

NA, as Tata Elxsi is an ER&D company and does not have physical products as a part of its offerings. Subsequently, the Company does not have any reclaimed products and their packaging materials.

Principle 3

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

Essential Indicators

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

Category	% 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)
Permanent employees											
Male	7,298	7,298	100%	7,298	100%	NA	NA	7,298	100%	876	12%
Female	3,748	3,748	100%	3,748	100%	3,748	100%	NA	NA	292	7.79%
Total	11,046	11,046	100%	11,046	100%	3,748	100%	7,298	100%	1,168	10.57%
Other than permanent employees											
Male	All benefits extended to the contract workforce adhere to statutory provisions. As a principal employer, the Company is committed to ensuring compliance.										
Female											
Total											

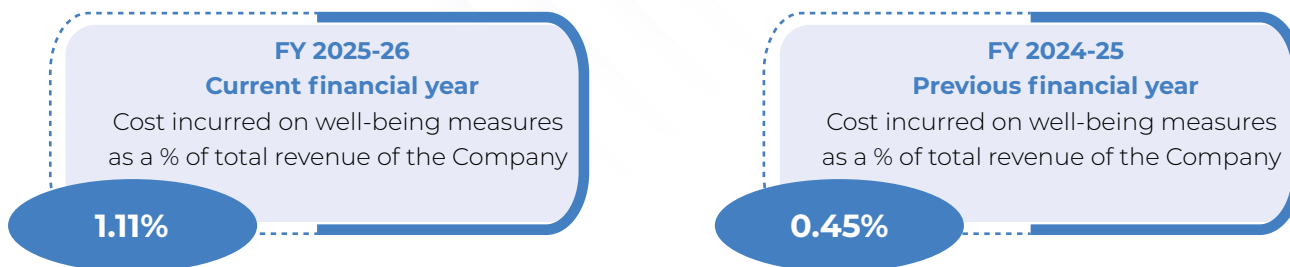
- Tata Elxsi does not offer day care facilities on its premises. Tata Elxsi has location-wise tie-ups with third-party run day care centres, which employees can avail.
- Tata Elxsi complies with social security measures as prescribed by the respective countries.

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

Category	% of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent workers											
Male	0	-	-	-	-	-	-	-	-	-	-
Female	0	-	-	-	-	-	-	-	-	-	-
Total	0	-	-	-	-	-	-	-	-	-	-
Other than permanent workers											
Male	329	329	100%	329	100%	-	-	-	-	-	-
Female	115	115	100%	115	100%	115	100%	-	-	-	-
Total	444	444	100%	444	100%	115	100%	-	-	-	-

All benefits extended to the contract workforce (workers) are in line with statutory provisions. As a principal employer, Tata Elxsi is committed to ensuring compliance by its contractors.

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



Includes the cost details as per the Industry Standards Note on BRSR Core and includes actual costs incurred on health insurance, accident insurance, day care facilities, maternity benefits and health & safety measure.

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

Benefits	FY 2025-26 Current financial year			FY 2024-25 Previous financial year		
	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%	100%	Yes	100%	100%	Yes
Gratuity	100%	100%	Yes	100%	100%	Yes
ESI	0.009%	86%	Yes	0.0005%	86%	Yes
Others – please specify	-	-	-	-	-	-

Tata Elxsi mandates its contractors to comply with all social security coverage in line with the applicable law in force. 14% of workers are above the Employees' State Insurance salary level and are covered under other appropriate social security schemes.

3. Accessibility of workplaces

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

Yes. Tata Elxsi facilities are designed to be accessible for persons with disabilities, featuring lifts, ramps, and wheelchair support. All possible assistance to facilitate ease in deliverance of work by differently abled employees is given and facilitated. As a process, any future facilities being signed off will be identified based on accessibility to disabled personnel.

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

Yes, Tata Elxsi provides equal rights to its employees and does not discriminate on any grounds, including race, caste, religion, colour, ancestry, marital status, gender, sexual orientation, age, nationality, ethnic origin, disability, or any other category protected by applicable law. Additionally, the Company recruits, develops, and promotes Elxsians solely based on performance, merit, competence, and potential. Tata Elxsi complies with Rights of Persons with Disabilities 2016 Act and has established practices to promote diversity, equity and inclusion <https://www.tataelxsi.com/investors/policies-and-disclosures>.

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%	98%	All benefits extended to the contract workforce (workers) are in line with statutory provisions and are extended by the respective contractor. As a principal employer, Tata Elxsi is committed to ensuring compliance by means of frequent audits on contractors.	
Female	100%	96%		
Total	100%	97%		

- Parental leave refers to maternity and paternity leave.
- Retention rate determines who returned to work after parental leave ended and were still employed during FY 2025-26.
- Return to work rate refers to the percentage of employees who return to work after taking parental leave during FY 2025-26.

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 <i>(If Yes, then give details of the mechanism in brief)</i>
Permanent workers Other than permanent workers	<p>Yes, the Company has implemented an open-door approach for every employee, regardless of their position.</p> <p>The Company offers various platforms to its employees for sharing their grievances and concerns, including Ethics Speak Up, HR Helpdesk and emails to their supervisors. Further, the Company follows the 'Tata Code of Conduct' (TCoC), encouraging employees to raise concerns about bribery and corruption, harassment and human rights issues, and insider trading, among others.</p>
Permanent employees Other than permanent employees	

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

Category	FY 2025-26 (Current financial year)			FY 2024-25 (Previous financial year)		
	Total employees/ workers in the respective category	No. of employees/ workers in the respective categories, who are part of association(s) or union	%	Total employees/ workers in the respective category	No. of employees/ workers in the respective categories, who are part of association(s) or union	%
Total permanent employees	Tata Elxsi acknowledges and respects the rights of its employees to peacefully associate and engage in collective bargaining. Additionally, the Company actively promotes employee participation through purpose-driven groups to enhance their competency, engagement and address concerns.					
- Male						
- Female						
Total permanent workers						
- Male						
- Female						

8. Details of training given to employees and workers:

Category	FY 2025-26 (Current financial year)					FY 2024-25 (Previous financial year)				
	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	7,298	7,298	100%	7,298	100%	7,776	7,776	100%	7,776	100%
Female	3,748	3,748	100%	3,748	100%	4,197	4,197	100%	4,197	100%
Total	11,046	11,046	100%	11,046	100%	11,973	11,973	100%	11,973	100%
Workers										
Male	329	329	100%	-	-	325	325	100%	-	-
Female	115	115	100%	-	-	115	115	100%	-	-
Total	444	444	100%	-	-	440	440	100%	-	-

Training is integral to safety awareness, with health and safety training included in the employee induction module at the time of joining to ensure minimum mandatory awareness of health and safety (H&S). Regular reinforcement sessions are also conducted through webinars, training, posters, emails, and floor meetings. While Tata Elxsi recommends training to contractors, the Company has no operational control on the skill upgrade training for the contract workers.

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

Category	FY 2025-26 (Current financial year)			FY 2024-25 (Previous financial year)		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	7,298	7,298	100%	7,776	7,776	100%
Female	3,748	3,748	100%	4,197	4,197	100%
Total	11,046	11,046	100%	11,973	11,973	100%
Workers						
Male	All benefits provided to the contract workforce are in accordance with statutory provisions and are extended by the respective contractors. Tata Elxsi ensures compliance through regular contractor audits and also shares constructive feedback to support performance improvement where required.					
Female						
Total						

10. Health and safety management system:

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

Yes, Tata Elxsi has implemented health and safety management system in line with ISO 45001:2018 and is certified for ISO 45001:2018 and ISO 14001:2015 (for Environmental Management System).

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

Tata Elxsi has several processes in place to identify work-related hazards and assess risks on a routine and non-routine basis, including:

- Hazard Identification and Risk Analysis (HIRA) process: Tata Elxsi uses a structured approach to identify and evaluate potential hazards in its operations
- Incident reporting by employees and workers: Tata Elxsi encourages its employees and workers to report any incidents, accidents, or near-misses that occur in the workplace
- Safety walkthroughs by the leadership and senior management: Tata Elxsi conducts regular safety walkthroughs of its facilities to identify potential hazards and assess their risk

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

Yes. The Company's workers have multiple channels to report incidents and accidents through the incident reporting system, emails, verbal reporting to supervisors and ethics helpline.

d. Do the employees/worker of the entity have access to non-occupational medical and healthcare services?

Yes, Tata Elxsi has a doctor-in-campus facility and corporate tie-ups with the nearest multi-specialty hospitals for any emergencies. This is complemented by 24/7 tele medical support (Medi Buddy) and 1-1 helpline for employee assistance in distress.

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

Safety incident/number	Category	FY 2025-26 (Current financial year)	FY 2024-25 (Previous financial year)
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0.04	0.04
	Workers	1.07	1.02
Total recordable work-related injuries	Employees	1	1
	Workers	1	1
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

*Includes contract workforce

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

The safety of employees, visitors, clients and vendors is ensured by implementing various safety procedures, processes, training and audits. The Company implemented several measures to ensure a safe and healthy workplace, including:

- Accreditation to ISO 45001: 2018 standards
- Annual maintenance contract for all critical assets to ensure proper maintenance of assets
- Regular and periodic drinking water tests and food tests
- Monitoring and ensuring hygiene at pantry, cafeteria and kitchens
- Mock evacuation drills and tabletop drills at all facilities

- Installation and commissioning of fire sprinklers, fire detection system, fire extinguishers, PA system at all facilities as preparedness for any unforeseen fire incidents.
- Constituted emergency response team in each facility.
- Periodic calibration of electrical switchgear, measurement of earth pit resistances and compliances with electrical inspectorate is made to ensure safe working of electrical infrastructure.
- The monthly sessions on safe health and safety practices by erudite health practitioners.

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

	FY 2025-26 (Current financial year)			FY 2024-25 (Previous financial year)		
	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	27	0	NA	28	0	NA
Health & safety	2	0	NA	7	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.

There was no high-consequence safety-related incidents from assessments of health and safety practices and working conditions. However, Tata Elxsi views safety as an important work process. Sustenance and ensuring safety are a continuous process in the organisation. The following actions are continuously taken up

- Recording incident reports for any safety related incidents across all locations
- Conducting safety training, mock drills to employees and out-sourced employees to reiterate importance of safety
- Identifying and expanding the footprint of fire detection system and its upgradation
- External safety audits, encompassing electrical, fire and infrastructure are taken up
- Safety deep dives, ISO 45001 audits and safety walk through inspections are conducted to identify gaps and compliance made to bridge the gaps
- The safety processes are continuously reviewed and upgraded
- Work permit process and SSOW processes are implemented

Leadership Indicators

- Does the entity extend any life insurance or any compensatory package in the event of death of
 - Employees - Yes
 - Workers - Yes
- Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners.
 - Tata Elxsi ensures compliance of value chain partners by monitoring the timely remittance of statutory dues to the relevant authorities. Contractors are required to provide proof of payment periodically.
 - The consultant ecosystem keeps the Company updated on existing regulations, upcoming data preparation deadlines, and due taxes. They also inform Tata Elxsi about any new rules, regulations, or statutory compliances/benefits introduced that need to be followed.
 - The Company uses a global compliance tool and content library, to track important dates, due filings, and overdue items. The system highlights potential monetary penalties for non-compliance or late payments. A dashboard flags all relevant compliance issues and escalates them to the next level for review and action by compliance leaders.
- Provide the number of employees/workers having suffered high consequence work related injury/ill-health/fatalities (as reported in Q11 of Essential Indicators above), who have been rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:

	Total no. of affected employees/workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2025-26 (Current financial year)	FY 2024-25 (Previous financial year)	FY 2025-26 (Current financial year)	FY 2024-25 (Previous financial year)
Employees	0	0	0	0
Workers	0	0	0	0

- Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment?

No. However, Tata Elxsi provides post-retirement benefits to its employees.

- 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	100%

- 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 safety-related incidents were identified during the assessment of health and safety practices and working conditions for value chain partners. As a result, no corrective actions were necessary this financial year. However, the Company has processes in place to address any concerns should they arise.

Principle 4

Businesses 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.

Tata Elxsi recognises any individual, group, or institution that contributes value to its business chain or is affected by its actions as a key stakeholder.

Following are the key stakeholders identified by the Company



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 and marginalised 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
SHAREHOLDERS	No	Annual reports, earnings calls, newspaper advertisement/notices, the Company's website, annual general meetings, and press releases	Quarterly/ Yearly	Providing information and update on the Company's performance
EMPLOYEES	No	Code of conduct, trainings, workshops, employee touch base and grievance mechanisms	Need-based, quarterly	Rewards, training and development, wellness and safety measures
CUSTOMERS	No	Tech days at customer premise, events, conferences, trade shows, leadership meetings, programme reviews and satisfaction surveys	Need-based, half-yearly	Product/service information, customer feedback

Stakeholder group	Whether identified as vulnerable and marginalised 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
ACADEMIC INSTITUTIONS	No	Memorandum of Understanding (MOUs), technology meetings, conferences, and seminars	Ongoing basis	Capability development and research
SUPPLIERS, VENDORS AND PARTNERS	No	Supplier code of conduct, contracts, training & awareness, and appraisals	Ongoing and need-based	Supplier sustainability
COMMUNITIES	No	CSR Policy, volunteering programs, Shiksha, Niramay, Paryavaran initiatives	Quarterly and annually	Community development
REGULATORY BODIES	No	Statutes and regulations	Need-based	Statutory and regulatory compliances

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.**

Tata Elxsi has processes aligned with economic, environmental, and social topics, which are discussed during the leadership team meeting, and necessary actions are taken. The Committee(s) of the Company deliberate on the economic, environmental, and social topics relevant to the Company and industries in which it operates. These are further discussed at the Board Meetings of the Company and accordingly necessary actions are taken.

- 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, Tata Elxsi has conducted materiality study using inputs gathered during stakeholder consultations. Material topics are shortlisted and prioritised based on their impact on the Company's stakeholders and its business. Please refer to Materiality for more information.

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

No concerns were raised during engagement with specified groups. Any specific instances of such concerns will be addressed accordingly.

**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 2025-26 Current financial year			FY 2024-25 Previous financial year		
	Total (A)	No. of employees/ workers covered (B)	% (B/A)	Total (C)	No. employee's workers covered (D)	% (D/C)
Employees						
Permanent	11,046	11,046	100%	11,973	11,973	100%
Other than permanent	494	494	100%	441	441	100%
Total employees	11,540	11,540	100%	12,414	12,414	100%
Workers						
Permanent	All workers (including contract workers) are required to undergo mandatory Tata Code of Conduct orientation, which includes essential training on human rights issues.					
Other than permanent						
Total workers						

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

Category	FY 2025-26 Current financial Year					FY 2024-25 Previous financial year				
	Total (A)	Equal to minimum wage		More than minimum wage		Total (D)	Equal to minimum wage		More than minimum wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent	11,046	-	-	11,046	100%	11,973	-	-	11,973	100%
Male	7,298	-	-	7,298	100%	7,776	-	-	7,776	100%
Female	3,748	-	-	3,748	100%	4,197	-	-	4,197	100%
Other than permanent	494	-	-	494	100%	441	-	-	441	100%
Male	372	-	-	372	100%	356	0	-	356	100%
Female	122	-	-	122	100%	85	0	-	85	100%

Category	FY 2025-26 Current financial Year					FY 2024-25 Previous financial year				
	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)
Workers										
Permanent	0	-	-	0	-	0	-	-	0	-
Male	0	-	-	0	-	0	-	-	0	-
Female	0	-	-	0	-	0	-	-	0	-
Other than permanent	444	-	-	444	100%	440	-	-	440	100%
Male	329	-	-	329	100%	325	-	-	325	100%
Female	115	-	-	115	100%	115	-	-	115	100%

Tata Elxsi ensures that all employees and workers receive wages above the statutory minimum. Contract workforce benefits are provided by their respective contractors, in line with legal requirements. As the principal employer, the Company frequently audits contractors to ensure continued compliance.

3. Details of remuneration/salary/wages

a. Median remuneration/wages:

	Male		Female	
	Number	Median remuneration/ salary/wages of respective category (in ₹ lakhs)	Number	Median remuneration/ salary/wages of respective category (in ₹ lakhs)
Board of Directors (BoD)	5	154.41	1	135.91
Key Managerial Personnel	2	494.89	1	40.00*
Employees other than BoD and KMP	7296	11	3747	8.2
Workers	329	All benefits extended to the contract workforce (workers) are in line with statutory provisions and are extended by the respective contractor. As a principal employer, Tata Elxsi ensures compliance through regular contractor audits.	115	All benefits extended to the contract workforce (workers) are in line with statutory provisions and are extended by the respective contractor. As a principal employer, Tata Elxsi ensures compliance through regular contractor audits.

*Ms. Sneha V was appointed as a Key Managerial Personnel (KMP) w.e.f. July 07, 2025.

Employees refer to full-time personnel directly employed by Tata Elxsi and listed on the Company's payroll.

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



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, responsibility for overseeing human rights issues and impacts at Tata Elxsi rests with the Head of the Human Resources department.

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

Tata Elxsi has put in place several internal mechanisms to address grievances related to human rights. These include:

- Open-door Policy: Encourages employees to raise concerns directly with managers or supervisors in a safe and approachable environment
- Grievance Redressal Mechanism: Enables employees to report human rights violations or concerns anonymously
- Code of Conduct: Outlines the Company's commitment to upholding human rights and maintaining ethical business practices
- Ethics Helpline: Serves as a confidential channel through which employees and workers can report issues related to human rights, misconduct, or other ethical concerns
- HR Helpdesk: Acts as a point of contact for employees to seek support or raise concerns related to human rights and workplace issues
- Employee Touch Base: Fosters open dialogue between employees and management, including inputs on human rights matters
- Elxsia (AI Chatbot): Interacts with employees at key milestones to understand their experience and gather feedback, supporting early identification or concerns

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

	FY 2025-26 Current financial year			FY 2024-25 Previous financial year		
	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	4	0	Nil	2	0	Nil
Discrimination at workplace	1	0	Nil	0	NA	Nil
Child labour	0	NA	Nil	0	NA	Nil
Forced labour/involuntary labour	0	NA	Nil	0	NA	Nil
Wages	0	NA	Nil	0	NA	Nil
Other human rights related issues	0	NA	Nil	0	NA	Nil

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

	FY 2025-26 Current financial year	FY 2024-25 Previous financial year
Total complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	4	2
Complaints on POSH as a % of female employees/workers	0.10%	0.04%
Complaints on POSH upheld	4	2

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

Tata Elxsi has established multiple mechanisms to prevent adverse consequence to the complainant. This includes POSH, Grievance Redressal mechanism and ethics helpline to promote protected disclosures.

9. Do human rights requirements form part of your business agreements and contracts?

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	100%

*Note: Tata Elxsi design and development facilities are assessed as below

ISO 9001: 2015 – For Quality Management System

ISO 27001: 2022 – For Information Security Management System

ISO 45001: 2018 – For Occupational Health and Safety Management System

ISO 14001: 2015 – For Environmental Management System

ISO 13485: 2016 – For Medical Device Certification

ISO 31000:2018 – For Enterprise Risk Management

CMMi V2.0 Level 3 – For Digital applications for Medical Domain

Auto SPICE – For Automotive Projects

TISAX – Information Security certification for German Automotive projects

11. Provide details of any corrective actions taken or underway to address significant risks/concerns arising from the assessments at Question 9 above.

No significant risks or concerns have been identified from assessments of child labour, involuntary labour, sexual harassment, discrimination or wage problems. Therefore, no corrective actions were taken this financial year, and the Company has mechanisms in place to address these issues.

Leadership Indicators

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

Tata Elxsi has not received any complaints or grievances related to human rights. However, the Company continues to strengthen its commitment through awareness initiatives and robust reporting mechanisms. A Business and Human Rights (BHR) learning module has been introduced, along with Speak-Up—an anonymous, third-party-managed platform that enables employees and workers to report concerns related to human rights, ethical misconduct, or other issues.

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

While formal due diligence on human rights has not been conducted, Tata Elxsi's employee satisfaction survey (VoTE) and group LBE survey include numerous human rights-related parameters.

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

Yes.

4. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual harassment	100%
Discrimination at workplace	100%
Child labour	100%
Forced labour/involuntary labour	100%
Wages	100%
Others	100%

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

NA

Principle 6

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

Essential Indicators

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

Parameter	FY 2025-26 (Current financial year)	FY 2024-25 (Previous financial year)
From renewable sources		
Total electricity consumption (A)	32,140.95	25,407.19
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	-	-
Total energy consumption (A + B + C)	32,140.95	25,407.19
From non-renewable sources		
Total electricity consumption (D)	16,132.04	24,265.23
Total fuel consumption (E)	238.84	421.42
Energy consumption through other sources (F)	-	-
Total energy consumed from non-renewable sources (D + E + F)	16,370.88	24,686.65
Total energy consumed (A + B + C + D + E + F)	48,511.83	50,093.85
Energy intensity per rupee of turnover (Total energy consumption (GJ)/Revenue from operations (₹ crore))	12.91	13.43
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed (GJ)/Revenue from operations adjusted for PPP)	26.26	30.09
Energy intensity (per employee) – Total energy consumed/Employee headcount	4.20	4.04

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

- All energy values are presented in Giga joules.
- The PPP Value is recorded as 20.34 for FY 2025-26 as per data obtained from [International Monetary Fund](#).

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, Tata Elxsi has no sites or facilities classified as designated consumers (DCs) under the Government of India's Performance, Achieve, and Trade (PAT) Scheme.

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

Parameter	FY 2025-26 (Current financial year)	FY 2024-25 (Previous financial year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Groundwater	11,157	11,659
(iii) Third-party water	56,596	62,045
(iv) Seawater/desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	67,753	73,704
Total volume of water consumption (in kilolitres)	67,753	73,704
Water intensity per rupee of turnover (Water consumed/Revenue from operations (₹ crore))	18.03	19.76
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption/Revenue from operations adjusted for PPP)	36.68	44.27
Water intensity (per employee) – Total water consumption/Employee headcount	5.87	5.94

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

Note: The PPP Value is recorded as 20.34 for FY 2025-26 as per data obtained from [International Monetary Fund](#). Water discharge reflects treated STP outflow, maintained within prescribed emission norms at Tata Elxsi-operated facilities.

4. Provide the following details related to water discharged:

Parameter	FY 2025-26 (Current financial year)	FY 2024-25 (Previous financial year)
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	65,671	72,089
(ii) To Groundwater	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iii) To Seawater	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iv) Sent to third parties	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(v) Others	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
Total water discharged (in kilolitres)	65,671	72,089

Water discharge indicates the STP discharge in line with standard emission norms at facilities where Tata Elxsi has operational control.

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

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

Yes, Tata Elxsi has placed judicious use of water on its high priority requisites with regards to its environmental commitments. The organisation is into software development, owing to which, water treatment is limited to sewage water treatment, and the installation of an ETP (Effluent Treatment Plant) is not required. Efforts are being made by the Company to implement initiatives to have Zero Liquid Discharge. The Tata Elxsi-owned facilities have sewage treatment plants that are continuously monitored with standard operating procedures, treated water samples are tested, and the plant is manned 24/7. The treated water is fully consumed for gardening purposes. The leased facilities also have Sewage Treatment Plants (STPs) wherein water is treated and reused for flushing purposes. At the headquarters (Hoody), ten water harvesting pits have been constructed to collect rooftop rainwater which is used to maintain the groundwater levels. Further, surface rainwater runoff is diverted to the harvesting pits to maximise water percolation.

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

As an ER&D service company, Tata Elxsi has minimal air emissions, with DG sets used only during power outages. The Company complies with all regulatory requirements related to stack emission parameters, including nitrous oxide, non-methyl hydrocarbons, carbon monoxide, and particulate matter. Emissions are monitored as per the frequency mandated under the Consent to Operate (CTO) by the Pollution Control Board.

Parameter	Please specify unit	FY 2025-26 (Current financial year)	FY 2024-25 (Previous financial year)
NOx	NA	-	-
SOx	NA	-	-
Particulate matter (PM)	NA	-	-
Persistent organic pollutants (POP)	NA	-	-
Volatile organic compounds (VOC)	NA	-	-
Hazardous air pollutants (HAP)	NA	-	-
Others - Non methyl hydrocarbon	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 - Yes, ISOQAR.

The only identifiable source of air emissions is from diesel generator (DG) operations, which are infrequent and used only during power outages. As these emissions (excluding GHG's) are minimal and not material, they are not measured. All DG sets undergo regular pollution checks and remain well within prescribed limits.

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

Parameter	Unit	FY 2025-26 (Current financial year)	FY 2024-25 (Previous financial year)
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)	<i>Metric tonnes of CO₂ equivalent</i>	69.3	114.9
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)	<i>Metric tonnes of CO₂ equivalent</i>	3,208	4,826
Total Scope 1 and Scope 2 emissions per rupee of turnover	Metric tonnes of CO ₂ equivalent per ₹ crore	0.87	1.32

Parameter	Unit	FY 2025-26 (Current financial year)	FY 2024-25 (Previous financial year)
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions/Revenue from operations adjusted for PPP)	Metric tonnes of CO ₂ equivalent per revenue adjusted to PPP	1.77	2.97
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	Metric tonnes of CO ₂ equivalent per employee	0.28	0.40

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

- The PPP Value is recorded as 20.34 for FY 2025-26, as per data obtained from [International Monetary Fund](#).
- Scope 1 includes stationary combustion and mobile combustion.
- Scope 2 includes purchased electricity.

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

Tata Elxsi achieved its commitment to reducing its carbon footprint by 50% against the benchmark by 2025. This goal is taken up earnestly and targeted by opting to use green energy in many of the locations. Listed below are some of the major steps taken to achieve the objective. The organisation has targeted majority of its Scope 2 emissions to be mitigated by use of renewable energy by end of FY 2026-27. The organisation has taken multiple steps to achieve it and same is listed below.

- All the newly leased facilities are selected based on the criteria that the facility has provisions to supply green power
- In the RN Development Centre, the Company has implemented measures to purchase green power directly from utility service providers by enacting an agreement
- Invested in a rooftop solar project at the Sukhwani Business Hub facility in Pune to implement 120 kW of rooftop solar. This entails an overall capacity of 320 kW of rooftop solar, which is a 60% increase from the existing capacity
- Opting for green power in PPA model at Hoody premises and procuring green power directly from utility service providers
- Mandating owners of leased facilities to procure renewable power
- Replacement of old vintage HVAC asset to variable refrigerant flow units
- Replacing CFL lights with LED lights and garnering savings in energy use and minimising maintenance
- The organisation opting for eco-friendly refrigerant for its HVAC assets
- Reviewing the option of procuring green power credits

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

Parameter	FY 2025-26 (Current financial year)	FY 2024-25 (Previous financial year)
Total Waste generated (in metric tonnes)		
Plastic waste (A)	4.1	3.61
E-waste (B)	14.44	1.22
Bio-medical waste (C)	Nil	Nil
Construction and demolition waste (D)	Nil	Nil
Battery waste (E)	11.86	14.31
Radioactive waste (F)	Nil	Nil
Other hazardous waste. Please specify, if any. (G)	Nil	Nil
Other non-hazardous waste generated (H) . Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	58.54	26.56
Total (A + B + C + D + E + F + G + H)	88.94	45.7
Waste intensity per rupee of turnover (Total waste generated/Revenue from operations (₹ crore))	0.024	0.012
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated/Revenue from operations adjusted for PPP)	0.048	0.027
Waste intensity (optional) – Total waste generated/Employee headcount	0.0077	0.0037
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	11.86 (Battery waste)	14.31 (Battery waste)
(ii) Re-used	Nil	Nil
(iii) Other recovery operations	Nil	Nil
Total	11.86	14.31
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	Nil	Nil
(ii) Landfilling	Nil	Nil
(iii) Other disposal operations	Nil	Nil
Total	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 Yes, ISOQAR.

The PPP value stands at 20.34 for FY 2025-26 as per the data from [International Monetary Fund](#). Waste classification excludes construction debris, which is not currently measured. However, careful selection of

contractors ensures responsible disposal practices. All waste is segregated at the source and disposed of in accordance with local regulations for responsible disposal.

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.

All solid waste is handed over to the respective authorised municipal waste collection agencies for recycling and responsible disposal. The hazardous waste and the solid waste are handed over to the agencies appointed by the statutory authority, i.e., PCB, in the respective locations. At Tata Elxsi, the solid garden waste is recycled on the premises. All premises are ISO 14001/EMS certified by Bureau Veritas. The organisation's standard operating procedure to dispose of waste is detailed in the Waste Management process document. The organisation's core business is designing and providing software services and does not use any hazardous or toxic chemicals in day-to-day business-related activities.

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:

S. no.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval/clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
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NA, Tata Elxsi's offices are not located in or near ecologically sensitive areas.

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

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No)	Relevant weblink
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NA, Tata Elxsi, an ER&D organisation, has not undergone any environmental impact assessments of projects for 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, Tata Elxsi has complied with applicable environmental law/regulations/guidelines in India.

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

Leadership Indicators

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

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

- (i) Name of the area: NA
- (ii) Nature of operations: NA

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

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

Parameter	Unit	FY 2025-26 (Current financial year)	FY 2024-25 (Previous financial year)
Total Scope 3 emissions	Metric tonnes of CO ₂ equivalent	1,656.1	2,606
Total Scope 3 emissions per rupee of turnover (Total Scope 3 GHG emission/Revenue from operations (₹ crore))	Metric tonnes of CO ₂ equivalent per ₹ crore	0.44	0.69
Total Scope 3 emission intensity (employee) – Total Scope 3 GHG emission/Employee headcount	Metric tonnes of CO ₂ equivalent per employee	0.14	0.20

Scope 3 calculations include company organised employee commuting and air travel.

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

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

Tata Elxsi operates no offices in or near ecologically sensitive areas, ensuring no significant direct or indirect impact on local biodiversity. As such, no prevention or remediation measures are necessary.

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:

All Tata Elxsi facilities are ISO 14001:2015 certified, meeting the highest global standards for environmental management.

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

Tata Elxsi has an approved process for 'Business Continuity and Disaster Recovery Management' in place. This document captures stakeholder information and identifies points of contact during a BCP situation. Additionally, it outlines various BCO scenarios considered during BCP drills. Periodic BCP test drills are conducted in coordination with respective teams according to a defined schedule, and the test results are documented and shared with the IT team. Furthermore, the BCP test report includes all relevant information like the project selected for the drill, start date and time, and points of contact from the BCP team, project team, and other relevant teams. The Company has a defined and approved Business Continuity and Disaster Recovery plan with all relevant BCP office contacts, critical contact details of business units, and various BCP and DR scenarios. The plan is reviewed periodically to ensure the information available in the document remains up to date. Biannual BCP drills are also conducted, and results are shared with relevant stakeholders.

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.

As an ER&D organisation, Tata Elxsi has no negative impact on the environment.

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

All value chain partners undergo environmental impact assessments as part of the vendor evaluation and creation process.

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.**
Nil
- 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.**

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

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	

Leadership Indicators

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

S. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of review by board (annually/half-yearly/quarterly/ others – please specify)	Weblink, if available
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Nil

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 weblink
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NA, new facilities of Tata Elxsi are in multi-tenanted technology parks. As a result of this, no social impact assessment projects are undertaken by the Company.

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 ₹)
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NA, Tata Elxsi's facilities are situated in multi-tenanted technology parks owing, to which the Company does not undertake any Rehabilitation and Resettlement projects.

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

Tata Elxsi adheres to the Tata Code of Conduct, and all agreements made among stakeholders include provisions for addressing grievances, disputes, and related issues. Moreover, stakeholders are informed about an ethics helpline for reporting concerns.

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

	FY 2025-26 Current financial year	FY 2024-25 Previous financial year
Directly sourced from MSMEs/small producers	26%	18%
Directly from within India	60%	60%

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 2025-26 Current financial year	FY 2024-25 Previous financial year
Rural	-	-
Semi-urban	-	-
Urban	-	-
Metropolitan	100%	100%

(Places are categorised as per RBI Classification System - rural/semi-urban/urban/metropolitan)

Leadership Indicators

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

Details of negative social impact identified	Corrective action taken
NA	

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

S. no	State	Aspirational district	Amount spent (in ₹)
1	Karnataka	Raichur	60,00,000

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

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

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

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

S. no.	Intellectual property based on traditional knowledge	Owned/Acquired (Yes/No)	Benefit shared (Yes/No)	Basis of calculating benefit share
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Nil

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
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Nil

6. Details of beneficiaries of CSR Projects:

S. no.	CSR project	No. of persons benefitted from CSR projects	% of beneficiaries from vulnerable and marginalised groups
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Please refer to the CSR Report in the statutory section of the Integrated Report.

**Principle
9**

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

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

Tata Elxsi has a structured process and framework to capture, analyse and take action on customer complaints and concerns. All project proposals also have a clearly defined escalation matrix to raise such complaints. This is further supplemented by regular weekly CEO meetings with BU Heads and Sales Heads. Tata Elxsi obtains instant feedback from its customers on perceived dissatisfaction. The quality team monitors every project executed in the Company. Individual quality team members track complaints/concerns and follow up with the necessary stakeholders for resolution. The complaint or concern is treated as closed only after confirmation from the customer. The quality team presents an aggregated analysis, every quarter, to the divisional and functional heads for appropriate improvement actions.

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

NA

Environmental and social parameters relevant to the product

Safe and responsible usage

Usage recycling and/or safe disposal

As a percentage of total turnover

Tata Elxsi caters to global clients, delivering solutions with all requisite documentation and usage guidelines, tailored to best-in-class development standards.

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

	FY 2025-26 (Current financial year)			FY 2024-25 (Previous financial year)		
	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	Nil	Nil	Nil	Nil
Advertising	Nil	Nil	Nil	Nil	Nil	Nil
Cybersecurity	Nil	Nil	Nil	Nil	Nil	Nil
Delivery of essential services	Nil	Nil	Nil	Nil	Nil	Nil
Services	Nil	Nil	Nil	Nil	Nil	Nil
Restrictive trade practices	Nil	Nil	Nil	Nil	Nil	Nil
Unfair trade practices	Nil	Nil	Nil	Nil	Nil	Nil

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

	Number	Reasons for recall
Voluntary recalls	As an ER&D organisation in the Business-to-Business (B2B) segment, Tata Elxsi delivers services under contractual agreements with global clients, where voluntary or forced recalls are not applicable.	
Forced recalls		

5. Does the entity have a framework/policy on cybersecurity and risks related to data privacy? (Yes/No) If available, provide the weblink to the policy:

Yes. The Information Security Policy can be accessed at: <https://www.tataelxsi.com/investors/policies-and-disclosures>

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

Tata Elxsi has no reported issues with advertising, delivery of essential services, cybersecurity, customer data privacy, or product recalls. Therefore, no penalties or actions have been taken by regulatory authorities concerning the safety of the Company's products/services.

7. Provide the following information relating to data breaches:

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

Leadership Indicators

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

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

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

Tata Elxsi is an ER&D organisation operating in the business-to-business segment and is not involved in the education of consumers about safe and responsible product usage.

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

No disruption/discontinuation of essential services.

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?

Not applicable, as Tata Elxsi is an ER&D focussed organisation and is not involved in product manufacturing.



Certificate of Reasonable Assurance on ESG Disclosures

This is to certify that

Tata Elxsi Limited

has been assessed and assured for ESG KPI's

(details in verified KPI's)

as per the requirements of the SEBI Circular

No SEBI/HO/CFD/CFD-SEC2/P/CIR/2023/122 dated July 12, 2023

to support the Design, Development, Verification, Validation, and

Maintenance of Software and Solutions for the customers of Tata Elxsi Limited

with its Global Headquarters at ITPB Road, Whitefield,

Bangalore-560048, Karnataka, India

INDEPENDENT ASSURANCE STATEMENT

Introduction

ISOQAR (India) Private Limited has undertaken a reasonable assurance engagement for Tata Elxsi Limited. This engagement involves providing reasonable assurance for the BRSR Core Indicators as mandated by SEBI under 'SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.' The relevant information is included in the Business Responsibility and Sustainability Report of the Company's Integrated Annual Report for the year ended March 31, 2026.

Reporting Standard/Framework

The disclosures have been prepared for Tata Elxsi as per the below standards/frameworks:

- BRSR reporting guidelines for listed entity as per SEBI Circular No. SEBI/HO/CFD/CMD-2/P/CIR/2021/562, dated May 10, 2021, and the incorporated Master Circular No. SEBI/HO/CFD/PoD2/CIR/P/2023/120 dated July 11, 2023
- BRSR Core: Framework for assurance and ESG disclosures for the value chain, as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122 dated July 12, 2023
- Measures to facilitate ease of doing business with respect to the framework for assurance or assessment, ESG disclosures for value chain, and introduction of voluntary disclosure on green credits as per SEBI Circular No. SEBI/HO/CFD/CFD-PoD-1/P/CIR/2025/42 dated March 28, 2025
- ISO 14064-1:2018 - Specification with guidance at the organisation level for quantification and reporting of greenhouse gas emissions and removals

Level of Assurance

- Reasonable assurance for BRSR Indicators

Scope, Boundary, and Limitations

- The scope of the Company's engagement includes reasonable independent assurance for the BRSR Indicators. The validation process includes onsite reviews of documents, policies, procedures, and measures, along with related supporting data for the reporting period.
- The boundary encompasses the operations of Tata Elxsi across all locations that fall under the Company's compliance structure.
- The assurance scope has the following limitations:
 - Measurement of some KPI's is limited due to a lack of operational control on such facilities. These limitations (if any) are called out in the note section.
 - The assurance only covers data and information for the specified reporting period.

Assurance process

- Phase 1 (February 02-04, 2026):** Onsite validation and verification for the reporting period up to Q3 FY 2025-26.
- Phase 2 (April 06, 2026):** Remote validation and verification of additional data for Q4 FY 2025-26.

Verified Key Performance Indicators

S. no.	Attribute	Parameter	Unit of measure	Assured values
1	Green-house gas (GHG) footprint	Total Scope 1 emissions* ¹	MT of CO ₂ e* ²	69.3
		Total Scope 2 emissions* ²	MT of CO ₂ e* ²	3208
		Total Scope 1 and Scope 2 emission intensity per rupee of turnover	MT CO ₂ e/Revenue from operations in ₹ crore	0.87
		Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)* ³	MT CO ₂ e/Revenue from operations in ₹ adjusted to PPP	1.77
		Total Scope 1 and Scope 2 emission intensity in terms of physical output	MT CO ₂ e/Employee headcount	0.28
2	Water footprint	Total water consumption	kL	67753
		Water consumption intensity per rupee of turnover	kL/Revenue from operations in ₹ crore	18.03
		Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)* ³	kL/Revenue from operations in ₹ adjusted for PPP	36.68
		Water intensity in terms of physical output	kL/Employee headcount	5.87
		Water discharge by destination and levels of treatment* ⁴	kL	65671

S. no.	Attribute	Parameter	Unit of measure	Assured values	
3	Energy footprint	Total Energy consumed* ⁵	Giga Joules (GJ)	48511.85	
		% of energy consumed from renewable sources* ⁶	In % terms	66.25%	
		Energy intensity per rupee of turnover	GJ/Revenue from operations in ₹ crore	12.91	
		Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)* ³	GJ/Revenue from operations in ₹ adjusted for PPP	26.26	
		Energy intensity in terms of physical output	GJ/Employee headcount	4.20	
4	Embracing circularity - details related to waste management by the entity	Plastic waste (A)	MT	4.1	
		E-waste (B) * ⁷	MT	14.44	
		Bio-medical waste (C)	MT	Nil	
		Construction and demolition waste (D)* ⁸	MT	Nil	
		Battery waste (E)	MT	11.86	
		Radioactive waste (F)	MT	Nil	
		Other hazardous waste. Please specify, if any. (G)	MT	Nil	
		Other non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e., by materials relevant to the sector)	MT	58.54	
		Total waste generated (A + B + C + D + E + F + G + H)	MT* ²¹	88.94	
		Waste intensity per rupee of turnover from operations	Total waste generated/Revenue from operations in ₹ crore	0.024	
		Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)* ³	Total waste generated/Revenue from operations in ₹ adjusted for PPP	0.048	
		Waste intensity in terms of physical output	Total waste generated/Employee headcount	0.0077	
		Each category of waste generated, total waste recovered through recycling, re-using or other recovery operations* ⁹			
		(i) Recycled	MT	11.86 (battery waste)	
		(ii) Re-used	MT	0	
		(iii) Other recovery options	MT	0	
		Total	MT* ²¹	11.86	
		For each category of waste generated, total waste disposed of by nature of disposal method* ¹⁰			
		(i) Incineration	MT	0	
		(ii) Landfilling	MT	0	
		(iii) Other disposal options	MT	0	
Total	MT* ²¹	0			

S. no.	Attribute	Parameter	Unit of measure	Assured values
5	Enhancing employee well-being and safety	Spending on measures towards well-being of employees cost incurred as a % of total revenue of the Company* ¹¹	In % terms	1.11%
	Details of safety related incidents for employees and workers (including contract workforce e.g. workers in the Company's construction sites)	Number of permanent disabilities	In no.	0
		Employee: Lost Time Injury Frequency Rate (LTIFR)	Per one million-person hours worked	0.04
		Worker: Lost Time Injury Frequency Rate (LTIFR)	Per one million-person hours worked	1.07
		No. of fatalities	In no.	0
6	Enabling Gender Diversity in Business	Gross wages paid to females as % of wages paid	In % terms	28%
	Complaints on POSH	Total complaints on sexual harassment (POSH) reported	In no.	4
		Complaints on POSH as a % of female employees/workers	In % terms	0.10%
		Complaints on POSH upheld	In no.	4
7	Enabling Inclusive Development- Input material sourced from following sources as % of total purchases	Directly sourced from MSMEs/small producers (As % of total purchases by value)	In % terms	26%
		Directly from within India- As % of total purchases by value)	In % terms	60%
	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 (In % terms – As % of total wage cost) * ¹²		
		Rural	In % terms	0
		Semi-urban	In % terms	0
		Urban	In % terms	0
	Metropolitan	In % terms	100%	
8	Fairness in Engaging with Customers and Suppliers- Instances involving loss/breach of data of customers as a percentage of total data breaches or cybersecurity events	Total loss/breach of data of customers	In % terms	0
		Total cybersecurity breach	In % terms	0
		Number of days of accounts payable	(Accounts payable *365)/Cost of goods/services procured	16

S. no.	Attribute	Parameter	Unit of measure	Assured values
9	Open-ness of business-concentration of purchases and sales done with trading houses, dealers, and related parties Loans and advances & investments with related parties	Purchases from trading houses as % of total purchases	In % terms	NA
		Number of trading houses where purchases are made from	In no.	NA
		Purchases from top 10 trading houses as % of total purchases from trading houses	In % terms	NA
		Sales to dealers/distributors as % of total sales	In % terms	NA
		Number of dealers/distributors to whom sales are made	In no.	NA
		Sales to top 10 dealers/distributors as % of total sales to dealers/distributors	In % terms	NA
	Share of RPTs (as respective %age) in	Purchases	In % terms	9%
		Sales	In % terms	27%
		Loans and advances	In % terms	NA
		Investments	In % terms	NA
10	Business activities details	Turnover from software development and services	In % terms	97.1%
		Turnover from systems integration and support	In % terms	2.9%
11	Operations - Number of locations where offices of the entity situated	National	In no.	8
		International	In no.	21
	Market Served- Number of locations where market is served by the entity	National	In no.	5 States and 1 UT
		International	In no.	35
12	Employee & Worker Details*13	Total number of permanent employees	In no.	11,046
		Male permanent employees	In no.	7,298
		Female permanent employees	In no.	3,748
		Total number of other than permanent employees	In no.	494
		Male other than permanent employees	In no.	372
		Female other than permanent employees	In no.	122
		Total number of other than permanent workers	In no.	444
		Male other than permanent workers	In no.	329
		Female other than permanent workers	In no.	115
		Total number of differently abled employees	In no.	16
		Male differently abled employees	In no.	14
		Female differently abled employees	In no.	2

S. no.	Attribute	Parameter	Unit of measure	Assured values
13	Participation/ Inclusion/ Representation of women	Total BOD	In no.	6
		Female BOD	In no.	1
		Total KMP*14	In no.	3
		Female KMP	In no.	1
14	Turnover rates for permanent employees	Total turnover rates	In % terms	15.8%
		Male turnover rates	In % terms	15.1%
		Female turnover rates	In % terms	17.3%
15	Financial Details	Net worth	In lakhs	3,04,134 .17 lakhs
		Turnover	In lakhs	3,75,742 .37 lakhs
16	Principle 1- Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable	Coverage of training and awareness programme held for BOD & KMP	In % terms	100%
		Coverage of training and awareness programme held for employees	In % terms	100%
		Coverage of training and awareness programme held for value chain partners	In % terms	100%
		Complaints on conflict of interest	In no.	Nil
17	Principle 2- Businesses should provide goods and services in a manner that is sustainable and safe	R&D expenditure	In % terms	2.02%
		Percentage of inputs were sourced sustainably	In % terms	53%
18	Principle 3- Businesses should respect and promote the well-being of all employees, including those in their value chains	Percentage of permanent employees covered with health & accident insurance (both male & female)	In % terms	100%
		Percentage of permanent employees covered with maternity & paternity benefits	In % terms	100%
		Percentage of permanent employees covered with day care benefits*15	In % terms	9.46%
		Percentage of workers covered with health & accident insurance (both male & female) *16	In % terms	100%
		Percentage of workers covered with maternity benefits*16	In % terms	100%
		Percentage of employees and workers covered with PF	In % terms	100%
		Percentage of employees and workers covered with gratuity	In % terms	100%
		Percentage of employees covered with ESI	In % terms	0.009%
Percentage of workers covered with ESI	In % terms	86%		

S. no.	Attribute	Parameter	Unit of measure	Assured values
		Percentage of performance and career development reviews of employees and worker	In % terms	100%
		Training given to employees on Health & Safety	In % terms	100%
		Training given to employees on skill upgradation	In % terms	100%
		Number of complaints filed on Working Condition during the year*17	In no.	27
		Number of complaints pending resolution on Working Condition	In no.	0
		Number of complaints filed on Health & Safety during the year	In no.	2
		Number of complaints pending resolution on Health & Safety	In no.	0
		Assessment of offices on Health & Safety practices	In % terms	100%
		Assessment of offices on Working Conditions	In % terms	100%
19	Principle 5- Businesses should respect and promote human rights	Employees and workers provided with human rights training	In % terms	100%
		Employees and workers provided with Equal to minimum Wage	In no.	0
		Employees and workers provided with More than minimum Wage	In % terms	100%
		Median remuneration for male BOD	lakh per annum	154.41
		Median remuneration for female BOD	lakh per annum	135.91
		Median remuneration for male KMP	lakh per annum	494.89
		Median remuneration for female KMP	lakh per annum	40.00
		Median remuneration for male employees	lakh per annum	11
		Median remuneration for female employees	lakh per annum	8.2
		Assessments made for employees, workers and value chain partners on child labor, sexual harassment, forced labor, discrimination at workplace, and wages	In % terms	100%
		Number of complaints on Child labor, Discrimination at workplace, Wages, Forced labor or other human right related issues	In no.	0
20	Principle 6- To protect and restore the environment	Energy consumption from renewable sources	Giga Joules (GJ)	32,140
		Total volume of water withdrawal	in kL	67,753
		No of Green credits generated or procured by the listed entity	In no.	0
		No of Green credits generated or procured by top 10 value chain partners	In no.	0

S. no.	Attribute	Parameter	Unit of measure	Assured values
21	Details of Air Emission*18	NOx	MT	Not Measured
		Particulate matter	MT	Not Measured
		Non-methyl hydrocarbon	MT	Not Measured
	Scope 3 emissions & its intensity	Total Scope 3 emissions*19	MT CO ₂ e*21	1656.1
		Total Scope 3 emissions per rupee of turnover	MT CO ₂ e/Revenue from operations in ₹	0.44
		Total Scope 3 emission intensity	MT CO ₂ e/Employee head count	0.14
Information on CSR projects	Aspirational district and amount spend*20	Name and amount in ₹	Raichur-6000000	
22	Principle 9- Value to consumers in a responsible manner	Consumer complaints on data privacy & cybersecurity	In no.	0
		Consumer complaints on advertising, delivery of essential services, restrictive & unfair trade practices	In no.	0

Notes

- *1 Scope 1 includes emission from diesel generators and company-owned vehicles
- *2 Scope 2 includes emissions from purchased electricity
- *3 The PPP Value is revised as 20.34 for FY 2025-26, as per data obtained from International Monetary Fund (IMF)
- *4 Water discharge indicates the STP discharge in line with standard emission norms at facilities where Tata Elxsi has operational control
- *5 All energy values are presented in giga joules
- *6 Renewable energy as a % of overall energy requirement was increased to 66.2 % by availing Green tariff in Trivandrum and installation of roof top solar panels in Pune
- *7 E-waste includes obsolete computer and related components, consumer electronics devices like air conditioner, refrigerator, and microwave, among others. and the same is measured in weight at the time of disposal
- *8 Increase in waste generated is attributable to increased operational activity during the year. The classification of waste excludes debris from construction, which is currently not measured. However, all efforts are taken in the choice of contractor to ensure responsible disposal
- *9 All waste is segregated at source and disposed in line with local regulations for responsible disposal
- *10 Tata Elxsi is an ER&D organisation with primary activity as software and design services. There are no products and packaging applicable at the end of life which may require reuse, recycle or safe disposal
- *11 Spending on well-being measure includes the cost details as per the Industry Standards Note on BRSR Core and includes actual costs incurred on health insurance, accident insurance, day care facilities, maternity & paternity benefits and health & safety measures

*12 Disclosure on wages paid (including employees or workers employed on a permanent or non-permanent/on contract basis) are based on the categorisation provided as per RBI Classification System

*13 Permanent employees constitute full-time employees, and the other than permanent employees include direct consultants, and third-party contract employees. Workers constitute other than permanent (O&M third-party contractors)

*14 Key Management Personnel includes the Chief Executive Officer (CEO), Chief Financial Officer (CFO) and Company Secretary (CS)

*15 Tata Elxsi does not offer day care facilities on its premises. However, has location-wise tie-ups with third-party run day care centres, which employees can avail on a cost reimbursement basis. Daycare facilities are extended to both parents. The numbers shown above are employees eligible for this facility and include those who may not have availed it

*16 All benefits extended to the contract workforce (workers) are in line with statutory provisions. As a principal employer, Tata Elxsi is committed to ensuring compliance by its contractors

*17 Increase in complaints from employees and workers on working conditions is due to change in methodology and introduction of tools to streamline the complaint management process

*18 The only known source of air emission is DG operations which are not continuous and operated only during power outages. Hence the air emissions of pollutants (other than GHGs) are not material and not measured. However, all DG's undergo pollution test, and emissions are well within stipulated levels

*19 Scope 3 calculations include company organised Employee commuting and Air travel

*20 For more information on CSR, please refer to detailed CSR report

*21 MT stands for Metric Tons

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