BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

SECTION A: GENERAL DISCLOSURES

I. Details of the Listed Entity

1	**Corporate Identity Number (CIN) of the Listed Entity**	L65990MH1991PLC060670
2	**Name of the Listed Entity**	Tata Capital Limited
3	**Year of incorporation**	1991
4	**Registered office address**	11th Floor, Tower A, Peninsula Business Park, Ganpatrao Kadam Marg, Lower Parel, Mumbai, Maharashtra-400013
5	**Corporate address**	11th Floor, Tower A, Peninsula Business Park, Ganpatrao Kadam Marg, Lower Parel, Mumbai, Maharashtra-400013
6	**E-mail**	investors@tatacapital.com
7	**Telephone**	022 6606 9000
8	**Website**	www.tatacapital.com
9	**Financial year for which reporting is being done**	FY 2025-26
10	**Name of the Stock Exchange(s) where shares are listed**	National Stock Exchange of India Limited and BSE Limited
11	**Paid-up Capital**	₹ 4,244.87 crore (Equity Share Capital)
12	**Contact Person**	
	Name of the Person	Mr. Mayukh Maiti
	Telephone	022 6606 9000
	Email address	investors@tatacapital.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)**	Consolidated Basis – The report covers the Indian operations for Tata Capital Limited (TCL) and its two wholly owned subsidiaries i.e. Tata Capital Housing Finance Limited (TCHFL) and Tata Securities Limited (TSL), collectively referred as 'Tata Capital'.
14	**Name of assurance provider**	SGS India Private Limited
15	**Type of assurance obtained**	Reasonable Assurance on BRSR Core Indicators

II. Product/Services

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

S.No.	Description of Main Activity	Description of Business Activity	% Turnover of the Entity
1	Financial services - lending	The Company serves a wide range of financing needs through three main customer segments: Retail, SME and Corporate.	97.5%

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

S.No.	Product/Service	NIC Code	% of Total Turnover contributed
1	Non-Banking Financial Company engaged in lending and allied activities (Retail, SME and Corporate Finance)	641906	97.5%

III. Operations

		Locations	Number of Plants	No. of Offices	Total
18	**Number of locations where plants and/or operations/offices of the entity are situated:**				
		National	NA**	1477*	1477
		International	-	-	

		Locations	Number
19	**Market served by the entity**		
	a. No. of Locations	National (No. of States)	27
		International (No. of Countries)	-
	b. What is the contribution of exports as a percentage of the total turnover of the entity?	NIL	
	c. A brief on types of customers	Since commencing our lending operations, we have served 8.4 million customers up to 31 March 2026. Through our comprehensive suite of 25+ lending products, we cater to a diverse customer base, focusing on the following segments: • Retail Finance: We typically offer to salaried and self-employed individuals and owners of small businesses, a wide range of loans, such as home loans, loans against property, personal loans, business loans, two-wheeler loans, car loans, commercial vehicle loans • SME Finance: We offer supply chain finance, equipment finance, and leasing solutions, term loans, cleantech and infrastructure finance, and developer finance to businesses with latest available turnover of less than or equal to ₹ 2.5 billion. • Corporate Finance: We offer term loans, cleantech and infrastructure finance, and developer finance to businesses with latest available turnover of more than ₹ 2.5 billion. We serve our customers through an omni-channel distribution network which combines our pan-India branch network with an extensive network of external partners and our digital platforms. In addition, we have non-lending businesses which comprise (i) distribution of third-party products such as insurance and credit cards, (ii) wealth management services catering to high-net-worth individuals and retail clients, and (iii) private equity ("PE") business.	

*Includes Tata Capital Offices and Branches as on 31st March 2026.

**Tata Capital is not engaged in any manufacturing activities.

IV. Employees

20. Details as at the end of Financial Year:

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
a.	**Employees and workers (including differently abled)**					
	Employees					
1	Permanent (D)	21704	19801	91%	1903	9%
2	Other than Permanent (E)	8108	6980	86%	1128	14%
3	Total Employees (D+E)	29812	26781	90%	3031	10%
	Workers					
4	Permanent (F)	NA	NA	NA	NA	NA
5	Other than Permanent (G)	NA	NA	NA	NA	NA
6	Total Workers (F+G)	NA	NA	NA	NA	NA

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
b.	**Differently abled employees and workers**					
	Differently abled Employees					
7	Permanent (D)	15	12	80%	3	20%
8	Other than Permanent (E)	1	1	100%	0	0%
9	Total Differently Abled Employees (D+E)	16	13	81%	3	19%
	Differently abled Workers					
10	Permanent (F)	NA	NA	NA	NA	NA
11	Other than Permanent (G)	NA	NA	NA	NA	NA
12	Total Differently Abled Workers (F+G)	NA	NA	NA	NA	NA

Note: The Company does not employ any staff in the workers category.

21. Participation/Inclusion/Representation of women

Sr. No.	Category	Total (A)	No. and % of females	
			No. (B)	% (B/A)
1	Board of Directors	8	2	25%
2	Key Management Personnel	3	1	33%

Note:

1. The above information pertains only to TCL (standalone) as on 31st March 2026.
2. Managing Director & CEO is part of both BoD and KMP
3. Key Management Personnel are as defined under Section 203(1) of the Companies Act, 2013

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

Category	FY 2025-2026 (Turnover rate in current FY)			FY 2024-25 (Turnover rate in previous FY)			FY 2023-24 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	29%	24%	28%	24%	19%	24%	20%	18%	20%
Permanent Workers	NA	NA	NA	NA	NA	NA	NA	NA	NA

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

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

Sr. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether it is a holding / Subsidiary / Associate / or Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1.	Tata Securities Limited	Subsidiary	100.00%	Yes
2.	Tata Capital Housing Finance Limited	Subsidiary	100.00%	Yes

Sr. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether it is a holding / Subsidiary / Associate / or 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)
3.	Tata Capital Growth Fund I	Subsidiary	73.75%	No
4.	Tata Capital Pte. Limited	Subsidiary	100.00%	No
5.	Tata Capital General Partners LLP (Subsidiary of Tata Capital Pte. Limited)	Subsidiary	80.00%	No
6.	Tata Capital Healthcare General Partners LLP (Subsidiary of Tata Capital Pte. Limited)	Subsidiary	100.00%	No
7.	Tata Capital Healthcare II General Partners LLP (Subsidiary of Tata Capital Pte. Limited)	Subsidiary	100.00%	No
8.	Tata Capital Healthcare III General Partners LLP (Subsidiary of Tata Capital Pte. Limited)	Subsidiary	100.00%	No
9.	Tata Opportunities General Partners LLP (Subsidiary of Tata Capital Pte. Limited)	Subsidiary	90.00%	No
10.	Tata Capital Growth II General Partners LLP (Subsidiary of Tata Capital Pte. Limited)	Subsidiary	80.00%	No
11.	Tata Capital Growth III General Partners LLP1 (Subsidiary of Tata Capital Pte. Limited)	Subsidiary	100.00%	No
12.	TCPL Investments Pte. Limited 3 (Subsidiary of Tata Capital Pte. Limited)	Subsidiary	100.00%	No
13.	Tata Capital Special Situation Fund	Subsidiary	28.20%	No
14.	Tata Capital Innovation Fund	Subsidiary	27.86%	No
15.	Tata Capital Growth Fund II	Subsidiary	39.18%	No
16.	Tata Capital Growth Fund III	Subsidiary	10.00%	No
17.	Tata Capital Healthcare Fund I	Subsidiary	32.07%	No
18.	Tata Capital Healthcare Fund II	Subsidiary	16.35%	No
19.	Tata Capital Healthcare Fund III	Subsidiary	10.00%	No
20.	TCL Employee Welfare Trust	Subsidiary	0.00%	No
21.	Novalead Pharma Private Limited	Associate	18.99%	No
22.	Kapsons Industries Private Limited	Associate	0.01%	No
23.	Sea6 Energy Private Limited	Associate	10.33%	No
24.	Indusface Private Limited	Associate	36.75%	No
25.	Linux Laboratories Pvt Ltd	Associate	3.79%	No
26.	Cnergyis Infotech India Pvt Ltd	Associate	23.89%	No
27.	Atulaya Healthcare Private Limited	Associate	0.01%	No
28.	Auxilo Finserve Pvt Ltd	Associate	0.00%	No
29.	Apex Kidney Care Private Limited	Associate	6.89%	No

Sr. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether it is a holding / Subsidiary / Associate / or 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)
30.	Famescore Private Limited (Formerly known as Finagg Technologies Private Limited)	Associate	0.00%	No
31.	Sakar Healthcare Limited	Associate	10.38%	No
32.	Anderson Diagnostic Private Limited	Associate	4.48%	No
33.	Noble Medichem Pvt Ltd	Associate	39.41%	No
34.	Harsoria Healthcare Private Limited	Associate	5.49%	No

VI. CSR Details

24.	**Whether CSR is applicable as per section 135 of Companies Act, 2013:**	Yes
	Turnover (in ₹)	31,539.89 crore
	Net worth (in ₹)	45,861.00 crore

VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 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	Investor Grievance Redressal Mechanism Whistleblower Policy ABAC Policy Customer Servicing and Grievance Handling - SOP	0	0	NA	0	0	NA
Investors (other than shareholders) *		0	0	NA	9	0	NA
Shareholders		25	0	NA	0	0	NA
Employees and workers		44	0	NA	27	0	NA
Customers		9602	204**	NA	9019	206	NA
Value Chain Partners		0	0	NA	0	0	NA

* Holders of Non-Convertible Debentures

**All pending complaints were resolved as on date of issuance of the Report.

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

Sr. No.	Material Issue Identified	Indicate whether risk or opportunity	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1.	**Ethical business conduct**	Risk	Operating in a regulated financial sector makes ethical, transparent and compliant conduct essential for the Company's credibility and license to operate. Any breach whether related to misconduct, weak controls, non-compliance, or lack of transparency can result in regulatory scrutiny, financial penalties, operational disruption, and reputational loss. Ethical business conduct directly influences stakeholder trust and long-term business stability.	The Company strengthens governance through Tata Code of Conduct (TCoC), which is applicable to all employees and third parties and governs areas including anti-bribery, conflict of interest, and fair competition, with mandatory periodic training and compliance acknowledgements. TCoC is designed at Tata group level and is adopted at Tata Capital extending the same to internal and external stakeholders. The Ethics Committee and Disciplinary Action Committee reviews any breaches relating to disciplinary violations, ethics and the TCoC. The Disciplinary Action Policy outlines the acts that constitute disciplinary violations and guides the investigations and action to be taken towards any such act. Its scope is extended to any violations by employees (including CREs / all third party / outsourced employees working for / on behalf of Tata Capital). Major cases are also reviewed in the FRMC (Fraud Risk Management Committee). In addition to the TCoC and the Disciplinary Action Policy, policies such as Whistleblower Policy, ABAC policy, Grievance Redressal Policy and POSH policy provide a formal mechanism for raising concerns or addressing unethical conduct and workplace grievances. Transparency is maintained through periodic reviews and disclosures on ethics-related initiatives and outcomes, reinforcing stakeholder confidence.	Negative

Sr. No.	Material Issue Identified	Indicate whether risk or opportunity	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 & Security**	Risk	Ensuring the safety of stakeholder data is critical to maintaining trust and regulatory compliance. Inadequate data-privacy safeguards, weak cybersecurity controls or gaps in governance can expose the Company to cyber-attacks, operational disruption, financial losses and reputational damage. Regulatory requirements around data protection and cyber-security are rapidly evolving, and non-compliance may result in significant penalties. With increasing digitalisation and the growing use of AI tools, the risk of data breaches and misuse is amplified, making strong data security, privacy management and cyber-risk oversight essential for business resilience.	The Company has adopted "Framework for Improving Critical Infrastructure Cyber Security" published by the National Institute of Standards & Technology (NIST). The Cybersecurity Policy is adopted by the Company Board. Cybersecurity awareness programs run for employees and vendors, supported by regular phishing simulations. Risk assessments inform the threat landscape and drive internal / external audit plans. A cyber crisis management plan is integrated with BCP/DR, and ongoing cyber risk ratings help improve posture. There is a 24*7 Security Operations Centre (SOC) set up along with centralized monitoring solutions, vulnerability assessment & penetration testing and other security posture tools to avoid any security incidents. Existing provisions around data and data privacy are contained in the Information Technology (Reasonable Security Practices and Procedures and Sensitive Personal Data or Information) Rules, 2011 ("SPDI Rules").	Negative

Sr. No.	Material Issue Identified	Indicate whether risk or opportunity	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
3.	**Talent management**	Opportunity	Tata Capital recognises its people as its most valuable asset, and talent management remains central to building a skilled, engaged, and future-ready workforce. Employee engagement is driven through a range of initiatives spanning physical and mental health wellness, leadership connects, sports and fitness, and family engagement activities all designed to strengthen morale and foster a sense of belonging. Continuous learning is supported through a blend of Instructor-Led Training and digital learning platforms, functional and behaviour related courses. By investing in clear career pathways, leadership development, and inclusive workplace practices, the Company builds a resilient talent pipeline that drives operational excellence, supports business growth, and reinforces its position as an employer of choice.	Tata Capital manages talent engagement through an integrated system aligned to business priorities. High-potential identification is on a 3C framework covering Contribution, Capability and Career Readiness, enabling segmentation into differentiated talent pools. Leadership development is delivered through tiered programs and group-level interventions to build leadership pipelines. Employee engagement is operationalised through PULSE, integrating purpose, recognition, wellbeing, communication and culture initiatives. Selection, development and engagement processes are aligned through capability-led hiring, PMS-driven development and continuous feedback. Succession planning is conducted for critical roles through structured reviews, defined successor pipelines and readiness assessment, ensuring leadership continuity and organisational readiness.	Positive
4.	**DEI (Diversity, Equity, Inclusion)**	Opportunity	A diverse, equitable and inclusive workplace fosters innovation, enhances employee engagement and retention, and strengthens the organization's ability to attract top talent from varied backgrounds. DEI enables better decision-making through diverse perspectives, improves organizational culture, and enhances the Company's reputation among customers, investors, and employees. As a people-driven financial services organization, fostering DEI supports long-term business resilience and sustainable growth.	The Company leverages DEI through equitable performance management systems, inclusive policies, and robust governance mechanisms that promote fairness and meritocracy. Initiatives such as the DEI Charter, Affirmative Action Policy, flexible work arrangements, enhanced parental benefits, leadership sensitisation, and supplier diversity programmes foster an inclusive culture, strengthen talent retention, and support equitable outcomes across the employee lifecycle and value chain.	Positive

Sr. No.	Material Issue Identified	Indicate whether risk or opportunity	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)
				The Company extends the same philosophy to our CSR communities within our CSR projects i.e. Water Security, Energy Security, Scholarships to continue higher education, healthcare through eye care and cancer treatment. These are extended to vulnerable and marginal groups like Women, Scheduled Tribes and Scheduled Caste, and People with Disabilities. The Company's CSR strategy proactively designs programs intended towards inclusion, diversity and equity for the identified vulnerable groups.	
5.	**Health, Well-being & Safety**	Opportunity	Investing in employee health, well-being, and workplace safety enables the Company to create long term value by fostering a resilient, motivated, and high performing workforce. Enhancing access to wellness programs, mental health support, access to doctors-on-call, and reiterating safety behaviour strengthens employee morale, and boosts productivity. Policies to provide family health insurance, life term, maternal care, crèche and flexibility, paternal leaves support in building a trust-worthy work environment and mental safety cushioning By prioritizing physical and psychological well-being, the Company reinforces its commitment to an equitable and supportive workplace, strengthens stakeholder confidence, and positions itself as a responsible and preferred employer.	Tata Capital's approach is to proactively invest in employee health, well-being, and safety through comprehensive wellness programs, mental health support, doctor-on-call services, health insurance, parental benefits, flexible work arrangements, and continuous safety awareness initiatives. These measures foster a healthy, engaged, and resilient workforce, enhancing employee satisfaction, productivity, retention, and organizational culture. Improved physical and psychological well-being helps reduce absenteeism, workplace incidents, healthcare-related costs. This strengthens operational continuity, improves talent attraction and retention, enhances stakeholder confidence, and contributes to sustainable business performance, resulting in long-term value creation and positive financial outcomes for the Company.	Positive

Sr. No.	Material Issue Identified	Indicate whether risk or opportunity	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)
6.	**GHG emissions including financed emissions**	Risk	The Company's operations and lending activities result in both direct and indirect greenhouse gas (GHG) emissions. While office energy use, and operational fuel consumption contribute to Scope 1 and 2 emissions, a significant portion of the Company's climate impact arises from scope 3, Financed emissions and its carbon intensity of lending portfolio, employee travel, and data centres. Increasing regulatory scrutiny, stakeholder expectations, and emerging climate-related disclosure requirements heighten the importance of monitoring and managing these emissions. Failure to do so may expose the Company to legal liabilities, reputational damage, higher compliance costs, and potential credit risks in carbon-intensive sectors.	The Company is committed to managing and reducing GHG emissions from both its operations and its financed portfolio. Internally, measures such as installation of energy efficiency lighting, sensor-based lights and virtual meetings to reduce business travel are adopted across offices. Within our portfolio, extending capital to clean tech, for transition of industry to cleaner energy sources is promoted as a separate and focused business. For financed emissions, the Company intends to strengthen climate-related due diligence, and integrate sector-specific emission risk assessments into its processes to gradually steer capital toward low-carbon and climate-resilient business models.	Negative
7.	**Climate risks management**	Risk	Climate change can disrupt operations through extreme weather events, rising temperatures and sea levels (physical risks) and evolving regulatory requirements, technology shifts and market dynamics (transition risks). Climate risks faced by the Company's borrowers can affect business continuity and translate into credit risks for TCL, thus impacting portfolio performance. Additionally, evolving climate risk related regulatory requirements will necessitate adequate/ proactive preparedness and timely compliance. Emerging infectious diseases further compound vulnerability by interrupting economic activity and operational stability. As these risks intensify, effective climate-risk management is essential to safeguard long-term business resilience and regulatory preparedness.	The Company is committed to building climate resilience by integrating climate-risk assessment into strategic planning, credit decisions and portfolio monitoring for cleantech sectoral exposures. We have the potential to enhance risk strategies to include physical and transition risks and proactively track emerging regulations and climate-linked risks. Operational efficiency improvements, adoption of low-carbon practices and embedding climate considerations into decision-making support compliance, reduce disruption and build long-term organisational resilience. The Company has undertaken a climate risk analysis of its office and branch network with the help of a proprietary climate risk tool. For its project finance loans under the Cleantech book, the Company undertakes detailed climate risk assessment and engages with project developers to put adequate mitigation measures in place.	Negative

Sr. No.	Material Issue Identified	Indicate whether risk or opportunity	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.	**Responsible finance**	Opportunity	Responsible financing presents an opportunity for the Company to enhance portfolio quality, strengthen customer trust and differentiate itself in a changing financial landscape. By directing capital toward green transition, inclusive growth and environmentally and socially responsible sectors, the Company can attract sustainable finance, reduce default risks and expand access to credit for underserved segments. Prioritising responsible and transparent lending also supports regulatory expectations and reinforces the Company's positioning as an accountable and forward-looking financial institution.	The Company focuses on accessing sustainability link credit line and bonds. Tata Capital had pioneered the Cleantech Financing business focussing on financing cleaner energy sectors and projects in India. Additionally, the Company also had financial instruments supporting Affordable Housing, Micro loans for first time women borrowers to drive inclusive social and economic growth. These are key areas identified within business strategy for expansion.	Positive
9.	**Compliance management**	Risk	As the regulatory landscape continues to evolve, maintaining strong compliance management is essential for uninterrupted and responsible operations. Any lapse in meeting legal, regulatory, or reporting requirements can lead to penalties, operational challenges, restricted business activities, or reputational damage. Given the Company's operations in a highly regulated sector, constant vigilance, timely interpretation of new regulations, and robust compliance processes are critical to mitigate exposure to compliance-related risks.	The Company mitigates compliance risks by closely monitoring regulatory changes, strengthening internal capability and controls, and ensuring timely adherence to all applicable requirements. This includes tracking of regulatory obligations, performing compliance testing and mandatory employee training covering regulatory aspects. The Company also engages with regulators, industry bodies, and legal experts to stay informed about emerging rules, enabling proactive alignment and reducing the likelihood of non-compliance.	Negative

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c. Web Link of the Policies, if available	The policies pertaining to each principle are mapped in the table at the end of Section B. While most policies are available on the Tata Capital website, some specific policies are available to the employees via intranet.								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes. The Company has effectively translated its policies into well-defined procedures and embedded them into its operational practices, as applicable								
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes. The Company actively encourages its value chain partners to adopt responsible and ethical business practices. To facilitate this, Tata Capital has implemented various Board-approved policies, such as the Tata Code of Conduct, the Fair Practices Code, ABAC, and the Whistle Blower Policy which extend to its value chain partners and guides them in maintaining fair, ethical, and compliant business conduct.								
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.	All policies internal and external are drafted and adopted basis relevant codes, guidelines and best practices such like ISO 45001: 2018, Tata Safety and Health Management System (TSHMS) and RBI Cyber Security Framework in alignment to ISO 27001.								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	Our sustainability agenda is guided by the following commitments and targets: • Achieve a 25% reduction in Scope 1 and Scope 2 emissions intensity (per ₹ Cr of gross revenue) by 2030, from a 2020 baseline. • Assess Scope 3 emissions across relevant categories, including financed emissions, by FY28. • Strive to replenish more water than we consume through our CSR interventions and community-led water stewardship initiatives, while supporting water security and climate resilience in vulnerable communities. • Strengthen our presence in cleantech financing, affordable housing, and microfinance to support sustainable and inclusive economic growth. • Expand access to finance for first-time borrowers and women borrowers, enabling greater financial inclusion across underserved segments. • Support businesses and industries in their transition towards sustainable and climate-resilient growth pathways through responsible financing solutions.								

	• Create long-term social impact by investing in access to clean energy, healthcare and education, and initiatives that improve quality of life and strengthen livelihoods for vulnerable communities in and around our areas of operation. The above commitments are specifically identified to advance Tata Group's Project Aalingana, enable inclusive and sustainable business growth and create a lasting social and equitable impact.
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	The Company has initiated foundational actions to establish baselines, strengthen governance mechanisms and build internal capabilities for long-term target achievement. During the year, emissions measurement was undertaken as an internal exercise to establish the baseline and assess pathways towards achieving the committed reduction in Scope 1 and Scope 2 emissions intensity, alongside assessment readiness. Our commitment to inclusive and sustainable growth continued to demonstrate strong progress during the year. Through expansion of our responsible business portfolio, Tata Capital's microfinance operations grew to over 600+ branches as of March 2026, enabling access to financial services for more than 8 lakh women borrowers, thereby strengthening financial inclusion and supporting economic empowerment. Through our CSR initiatives, Tata Capital continued to deploy capital as a catalyst for sustainable and inclusive development. Our flagship programmes i.e. Tata Capital Pankh Scholarships (education), Aarogyatara (healthcare and curable blindness), JalAadhar (water security and conservation), The Green Switch (decentralised clean energy), and Vanaropan for Neutrality (ecological restoration), have expanded their reach to improve access to foundational resources and strengthen long-term community resilience. During FY 2025–26, these initiatives positively reached out to 10.96 lakh beneficiaries, contributing towards improved livelihoods, environmental stewardship and economic development across vulnerable communities.

Governance, Leadership and Oversight

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

At Tata Capital, our approach to sustainability is anchored in our purpose of being a 'responsible financial partner fulfilling India's aspirations' and guided by the broader Tata Group ethos of creating long-term value for society. As a diversified financial services provider, we recognize the critical role we play in enabling sustainable and inclusive growth, while proactively addressing evolving environmental, social, and governance (ESG) risks, opportunities and best practices.

We are pleased to present our first Business Responsibility and Sustainability Report (BRSR), marking an important milestone in our sustainability journey. While this is our first formal disclosure under the BRSR framework, sustainability principles have long been embedded in our business philosophy, and this report reflects our commitment to enhancing transparency, accountability, and alignment with evolving regulatory and stakeholder expectations.

Over the years, we have made steady progress in embedding ESG and sustainability considerations into our core business strategy, risk management frameworks, and operational practices. With governance as a key enabler, in FY2025-26, an overarching sustainability policy was formally adopted with Sustainability agenda falling under the Risk Management Committee and overseen by the Board, with strategic direction and guidance provided through established governance mechanisms. We continue to strengthen our internal policies and frameworks to align with regulatory expectations and leading standards, including the BRSR framework.

To ensure best practices are followed while strategizing our sustainability journey, a materiality assessment study identified and prioritized material ESG aspects that matter most to our stakeholders and business success. Through the study, it became evident that Ethics, Data Privacy & Security, Compliance, Climate Risks, Responsible Finance, Product Transparency, GHG Emissions, Talent Management, Health and well-being and DEI are critical to the business given the evolving focus of the sector towards climate risks & opportunities, consumer protection and stringent regulatory landscape.

Strong governance is the foundation of responsible financial partnership at Tata Capital. Our governance framework is built on high standards of transparency, accountability and ethical conduct, with comprehensive policies covering board effectiveness, risk management, anti-bribery and corruption, whistle-blower protection, customer protection and community development. As part of the Tata Group, we align with Group-wide codes, policies and governance mechanisms, ensuring consistency with best practices and stakeholder expectations.

Climate action remains a cornerstone of Tata Capital's ESG strategy. Through our long-standing focus on Cleantech and Sustainable Finance, the Company has played a catalytic role in supporting India's renewable energy and electric mobility ecosystem. From an operations perspective, initiatives to improve resource efficiency across our offices through digitization and responsible consumption practices and energy efficiency practices are widely implemented. We are taking steps to identify, assess and build capabilities across climate change to understand and integrate climate-related risks and opportunities into our business with the aim of transitioning to a low-carbon economy through our financing activities.

On the responsible business front, we remain committed to advancing financial inclusion through financial literacy and improving access to finance. Through Affordable Housing Finance, MSME lending, Consumer Loans and Infrastructure Finance, we enable, first-time borrowers and diverse geographies to support entrepreneurship, livelihoods and inclusive growth.

As part of the Tata Group, our people are our core strength. We focus on building a healthy, secure, and future-ready workforce through a strong emphasis on diversity, equity and inclusion, employee well-being, continuous learning, and ethical conduct underpinned by robust health and safety standards across our employee lifecycle.

Complementing this, our Corporate Social Responsibility (CSR) strategy is anchored to deploy capital as a force multiplier to strengthen access to foundational resources and infrastructure across thematic areas of Climate Action, Healthcare and Education & Skill Development. The structured programs are designed for scale, sustainability and measurable outcomes improving access to higher education, gainfully skilling and placing youth, reducing financial burden through healthcare, recharge of and access to water as an economic input and access to renewable energy to build community resilience.

Our recently launched 'Sawaal Karo, Phir Loan Lo' public education campaign is a testament to our commitment to build financial awareness ensuring potential borrowers have clarity before they commit to a credit product.

FY 2025–26 has further reinforced our conviction that responsible finance is both a strategic opportunity and a societal imperative. As we advance on our sustainability journey, we will continue to enhance climate-aligned financing, deepen social impact through inclusive lending and CSR, strengthen governance practices, and improve the quality and transparency of our sustainability disclosures under the BRSR framework.

On behalf of the management team, I thank our shareholders, customers, employees, partners, regulators, board members and communities for their continued trust and support. We look ahead with renewed energy, clarity of purpose, and a strong commitment to creating enduring value for all our stakeholders.

Together let's build a more resilient, inclusive and sustainable future for India.

Rajiv Sabharwal
Managing Director & CEO
Tata Capital Limited

8.	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	With the oversight of the Managing Director & CEO, the Head of CSR and Sustainability is the custodian of the Sustainability Policy
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.	The Risk Management Committee of the Board of Directors of the Company is responsible for decision making and oversight of sustainability related matters.

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director/ Committee of the Board/ Any other Committee P1 P2 P3 P4 P5 P6 P7 P8 P9	Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify) P1 P2 P3 P4 P5 P6 P7 P8 P9
Performance against above policies and follow up action	The relevant policies are reviewed by the respective Committees of the Board and approved by the Board for enforcement on an annual basis or as and when required. The efficacy of the policy enforcement is driven through the respective committee charter on an annual basis. Further, all internal policies are reviewed and enforced by the department heads on a periodic basis.	Annually
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	The Company has taken a comprehensive approach and has established a robust compliance framework as part of which the Company has a Board-approved Compliance Policy. The policy provides governing principles for managing the compliance framework and is further supported with relevant procedures and methodologies for identification, assessment, control and monitoring of Compliance risk. The levels of adherence to various applicable regulations are monitored and tested by the Compliance function through the structured risk-based testing framework and by way of certification by business heads and periodic reporting to senior management and the Audit Committee of the Board (ACB).	Annually

11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.	P1 P2 P3 P4 P5 P6 P7 P8 P9
	The policies are reviewed internally by the concerned departments on an annual basis and as an when required. Additionally, the internal audit team periodically audits the policies and processes.

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)	Not Applicable								
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 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)									
Any other reason (please specify)									

The Company has established structures, policies, and procedures that align with the NGRBC Principles outlined below:

Sr. No.	List of Policies mapped to each Principle	P1	P2	P3	P4	P5	P6	P7	P8	P9
1	Anti-Bribery and Anti-Corruption Policy	✓								
2	*Asset Liability Management Policy	✓			✓					
3	Board Diversity Policy & Director Attributes	✓				✓				
4	*Business Continuity Management Policy	✓			✓					✓

Sr. No.	List of Policies mapped to each Principle	P1	P2	P3	P4	P5	P6	P7	P8	P9
5	Code of Conduct for Non-Executive Directors	✓								
6	*Code of Conduct For Prevention Of Insider Trading	✓			✓			✓		
7	Code of Corporate Disclosure Practices and Policy for Determination of Legitimate Purpose for Communication of UPSI	✓						✓		
8	Compensation Policy for Key Management Personnel and Senior Management	✓		✓						
9	*Compliance Policy	✓						✓		
10	Corporate Social Responsibility (CSR) Policy				✓		✓		✓	
11	*Credit Policy	✓			✓					✓
12	Customer Service and Grievance Handling - SOP	✓			✓					✓
13	*Cyber Security Policy	✓				✓				✓
14	Dividend Distribution Policy	✓			✓					
15	*Enterprise Risk Management Framework and Policy	✓								
16	Fair Practice Code	✓			✓	✓				✓
17	Fair Practice Code for Microfinance Loans	✓	✓		✓	✓			✓	✓
18	Familiarisation Programme for Independent Directors	✓								
19	Fit & Proper Policy	✓								
20	*Foreign Exchange Risk Management Policy for Borrowings	✓								
21	*Gift Policy	✓								
22	*Guidelines on Corporate Governance	✓								
23	*Information Security Policy	✓				✓				✓
24	*Information Technology Services Outsourcing Policy	✓			✓					✓
25	*Information Technology Policy	✓								✓
26	*Internal Capital Adequacy Assessment Process (ICAAP) Policy	✓								
27	*Investment Policy	✓								
28	*Know Your Customer (KYC) and Prevention of Money Laundering (PML) Policy	✓			✓	✓				✓
29	*Money Laundering and Terrorist Financing Risk Assessment Framework	✓			✓					✓
30	*Perpetual Debt Instruments Policy	✓								
31	Policy for Appointment of Statutory Auditors	✓								
32	Policy for Determining Interest Rates, Processing and Other Charges	✓			✓					✓
33	Policy for Determining Material Subsidiaries	✓								
34	Policy for Determining Materiality of information for disclosure to Stock Exchanges	✓			✓			✓		
35	*Policy For Enquiry In Case of Leak of Unpublished Price Sensitive Information (UPSI)	✓						✓		
36	*Policy for Preservation of Documents	✓			✓					✓
37	*Policy for Prevention, Prohibition and Redressal of Sexual Harassment (POSH) at the Workplace			✓		✓				
38	*Policy for Reset of Floating Interest Rate on EMI Based Personal Loans	✓						✓		
39	*Policy on Contingent Liability for Claims Filed Against Tata Capital Ltd.	✓			✓					✓

Sr. No.	List of Policies mapped to each Principle	P1	P2	P3	P4	P5	P6	P7	P8	P9
40	Policy on Affirmative Action for SC/ST Communities					✓			✓	
41	Policy on Archival of Documents	✓								
42	*Policy on Compromised Settlement and Technical write off cases	✓			✓					✓
43	*Policy on Demand/Call Loans	✓			✓					✓
44	*Policy on Fraud Risk Management	✓			✓					
45	*Policy on Microfinance Loans	✓			✓				✓	✓
46	*Policy on Open Architecture	✓			✓					✓
47	*Policy on Outsourcing of Financial Services	✓			✓					✓
48	Policy on Related Party Transactions	✓								
49	*Policy on Restructuring of Advances	✓			✓					✓
50	*Policy on Stressed Assets	✓			✓					✓
51	*Policy on Transfer and Acquisition of Loan Exposures (Standard Assets)	✓			✓					✓
52	*Policy on Treatment of Wilful Defaulters and Large Defaulters	✓			✓					✓
53	Privacy Policy for Protecting Personal data of Aadhaar Number holders	✓				✓				✓
54	*Registered Valuer Policy	✓								
55	Remuneration Policy for the Directors	✓		✓						
56	*Resource Raising Policy	✓								
57	*Risk Based Internal Audit Policy	✓								
58	*Risk Based Pricing Framework - Corporate, Cleantech and SME Finance Division	✓			✓					✓
59	*Scale Based Regulation Policy Framework	✓						✓		
60	*Securitisation Policy	✓			✓					
61	Sustainability Policy	✓	✓	✓	✓	✓	✓		✓	✓
62	Tata Code of Conduct (TCoC)	✓		✓	✓	✓		✓	✓	✓
63	Vigil Mechanism	✓								
64	*Wealth Business Distribution Policy	✓			✓					✓
65	Whistleblower Policy	✓		✓		✓				

Note – the policies are available on www.tatacapital.com.

*Are internal policies available for employees on the intranet

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

ESSENTIAL INDICATORS

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

Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	5	• Session on Sustainability & Environmental, Social and Governance • Induction Programme for new Independent Directors • Session on Prohibition of Insider Trading Code • Session on Artificial Intelligence The Company has adopted a structured programme for orientation and training of Directors at the time of their joining so as to enable them to understand the Company, its operations, business, industry and environment in which it functions and thereafter, other programs on a continuous basis to keep the Directors updated on any significant changes therein so as to be in a position to take well-informed and timely decisions. Details of the Familiarisation Programme as required under SEBI Regulations and the Companies Act, 2013, is available on the website of the Company at: https://www.tatacapital.com/content/dam/tata-capital/pdf/investors-and-financial-reports/corporate-governance/Familiarisation%20Programme.pdf	100%
Key Management Personnel	104	• Regulatory updates • POSH • Tata Code of Conduct • Health & Safety Awareness, Road Safety Awareness, Fire Safety Awareness, Basic Life Support, Table-top drills, Defensive driving awareness, Health Awareness • Data Security and Privacy Awareness Sessions	100%
Employees other than BODs and KMPs	1738	• POSH - Sr. Management, IC members, Ethics Counsellors, HR Teams. • Tata Code of Conduct • Health & Safety Awareness, Road Safety Awareness, Fire Safety Awareness, Basic Life Support, Table-top drills, Defensive driving awareness, Health Awareness	100%
Workers	NA	NA	NA

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

a. Monetary

Type	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In Rs.)	Brief of the case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine	-	-	-	-	-
Settlement	Principle 1	SEBI	46.4 Lakhs	SEBI had passed Settlement Orders in respect of suo-motu settlement applications filed by the Company and erstwhile TMFL (now merged with TCL) under the SEBI (Settlement Proceedings) Regulations, 2018 for a settlement amount of ₹ 14.40 lakh and ₹ 32.00 lakh, respectively, in respect of certain issuances of Non-Convertible Debentures by erstwhile TMFL and certain issuances of Cumulative Redeemable Preference Shares by the Company which were deemed to be public issue and in violation of the applicable provisions of the Companies Act, 2013 and SEBI Regulations. The Company has paid the settlement amounts and there is no material financial implication to the Company arising out of these Settlement Orders.	No
Compounding fee	-	-	-	-	-

b. Non-Monetary

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

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

NIL

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

Yes, Tata Capital has a comprehensive Anti-Bribery and Anti-Corruption (ABAC) Policy that maintains a zero-tolerance approach toward all forms of bribery and corruption. Aligned with the Tata Code of Conduct, the policy applies to all employees, directors, and third-party associates, prohibiting the offering or acceptance of improper payments, gifts, or “grease payments” to influence business decisions. It ensures compliance with key regulations such as the Indian Prevention of Corruption Act, while establishing clear reporting channels and disciplinary measures for violations. The full policy is available at: https://www.tatacapital.com/content/dam/tata-capital/pdf/tcl/TCL%20ABAC%20Policy.pdf

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

Category	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	NA	NA

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

Topic	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	0	NA	0	NA
Number of complaints received in relation to issues of Conflict of Interest of KMPs	0	NA	0	NA

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

Not Applicable.

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 payables	27.01	28.27

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	Not Applicable	Not Applicable
	b. Number of trading houses where purchases are made from	Not Applicable	Not Applicable
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	Not Applicable	Not Applicable

Parameter	Metrics	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	Not Applicable	Not Applicable
	b. Number of dealers / distributors to whom sales are made	Not Applicable	Not Applicable
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	Not Applicable	Not Applicable
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	3.83%	2.81%
	b. Sales (Sales to related parties / Total Sales)	3.18%	2.58%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	0.81%	0.58%
	d. Investments (Investments in related parties / Total Investments made)	22.85%	22.24%

LEADERSHIP INDICATORS

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

Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	%age of persons in value chain covered by the awareness programmes
Please refer to the note below		

Tata Capital has adopted the Tata Code of Conduct, which is extended to its suppliers, channel partners, direct selling agents, vendors and all partners. Acknowledgement and acceptance of the Tata Code of Conduct is mandatory for the value chain partners.

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 Capital has established formal processes to manage Board-level conflicts of interest, requiring directors to provide annual and event-based disclosures of their interests in other entities, which are scrutinized by the Nomination and Remuneration Committee to ensure "Fit and Proper" status. Under the Company's Code of Conduct and Corporate Governance Guidelines, every Director on the Board is required to disclose to the Board his/her interest or concern in any entities and any changes thereto in terms of the applicable laws and are strictly prohibited from using their positions for personal gain or to benefit associated parties. These frameworks ensure that directors act in the Company's best interest and recuse themselves from decisions where a conflict may arise.

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.**

Type	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year	Details of improvement in social and environmental aspects
Research & Development (R&D)	-	-	-
Capital Expenditure (CAPEX)	-	-	-

Note: Given the nature of the business, there is no specific R&D budget. The Company invests in effective AI and Digital tools to bring in efficiency in managing and processing customer data, KYC and reduce paper usage from the process. The Company has also invested in cyber security measures to protect consumer data.

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

Given the nature of the business of financial services and operations, the Company has limited reliance on direct resource intensive consumption and therefore sustainable procurement, sustainable sourcing protocols have limited applicability. However, the Company procures energy efficient equipment and energy consumables for its office operations.

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

Not Applicable.

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.**

As the Company does not engage in the manufacture of any physical goods, it does not produce items that require reclamation for reuse, recycling, or disposal at the end of their life cycle.

The Company, however, does produce e-waste and battery waste to the extent generated from its operations. Tata Capital disposes of this waste—primarily comprising outdated laptops, desktops, battery and related equipment—through government-registered and authorized vendors. We ensure full compliance by obtaining formal certificates of disposal from these vendors. During the year, a total of 11.40 metric tonnes of e-waste, including battery waste, was disposed in compliance with the relevant guidelines by certified service providers.

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

Not Applicable

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?**

Not Applicable

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.**

Not Applicable

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).**

Not Applicable

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

Not Applicable

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

Not Applicable

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	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
Permanent Employees											
Male	19801	19801	100%	19801	100%	0	0%	19801	100%	0	0%
Female	1903	1903	100%	1903	100%	1903	100%	0	0%	1903	100%
Total	21704	21704	100%	21704	100%	1903	9%	19801	91%	1903	9%
Other than Permanent Employees											
Male	6980	6980	100%	6980	100%	0	0%	0	0%	0	0%
Female	1128	1128	100%	1128	100%	1128	100%	0	0%	0	0%
Total	8108	8108	100%	8108	100%	1128	14%	0	0%	0	0%

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

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

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

	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year
Cost incurred on wellbeing measures as a % of total revenue of the Company	0.23%	0.17%

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

S.No.	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 worker	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 worker	Deducted and deposited with the authority (Y/N/N.A.)
1	PF	100%	NA	Yes	100%	NA	Yes
2	Gratuity	100%	NA	Yes	71%	NA	Yes
3	ESI	29%	NA	Yes	30%	NA	Yes

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.**

Tata Capital is committed to providing an inclusive and accessible workplace and is progressively enhancing accessibility across its premises in alignment with the requirements of the Rights of Persons with Disabilities Act, 2016. Accessibility features such as barrier-free entry, ramps, lifts, accessible washrooms, appropriate signage, and designated parking are available across several offices, wherever feasible. Future actions may include conducting periodic accessibility assessments, addressing identified gaps based on feasibility, incorporating accessibility considerations in selection of new offices and refurbishments.

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

Tata Capital adheres to the Tata Code of Conduct, which affirms its commitment to providing equal opportunities to all employees and eligible applicants for employment. The Code prohibits unfair discrimination on any grounds, including race, caste, religion, colour, ancestry, marital status, gender, sexual orientation, age, nationality, ethnic origin, disability, or any other category protected under applicable law.

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%	70%	NA	NA
Female	94%	44%	NA	NA
Total	99%	67%	NA	NA

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

Category	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	NA
Other than Permanent Workers	NA
Permanent Employees	Yes, Employees can address their grievances through multiple channels. A dedicated Ethics team oversees adherence to the Tata Code of Conduct (TCoC); any complaints are categorized, investigated, and resolved in line with Company policies and the TCoC. For ethics and Tata Code of Conduct-related concerns, employees can report to ethics@tatacapital.com, ethicscounsellor@tatacapital.com, or by directly contacting regional or locational Ethics Counsellors. Employees can report concerns related to sexual discrimination and harassment to posh@tatacapital.com. Specific grievances related to sexual harassment are redressed by the POSH Committee, and kept anonymous, which follows a statutory investigation process. The Company has established a robust whistleblower mechanism through its Whistleblower Policy that enables individuals to report concerns as Protected Disclosures directly to the Chairman of the Audit Committee.
Other than Permanent Employees	

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

Category	FY 2025-26 Current Financial Year			FY 2024-25 Previous Financial Year		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	%(D/C)
Total Permanent Employees						
Male	19801	0	0%	14799	0	0%
Female	1903	0	0%	1451	0	0%
Total	21704	0	0%	16250	0	0%
Total Permanent Workers						
Male	NA			NA		
Female	NA			NA		
Total	NA			NA		

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 (A)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (B)	% (B/A)	No. (C)	% (C/A)
Employees										
Male	26,781	26,382	98%	26,781	100%	20,695	20,695	100%	20,695	100%
Female	3,031	2,614	86%	3,031	100%	2,345	2,345	100%	2,345	100%
Total	29,812	28,996	97%	29,812	100%	23,040	23,040	100%	23,040	100%
Workers										
Male	NA					NA				
Female	NA					NA				
Total	NA					NA				

Note: 75,92,640 man-hours training has been conducted for the off-role employees.

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 employees / workers in respective category (A)	No. of employees / workers in respective category, who had a career review (B)	% (B/A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who had a career review (D)	% (D/C)
Employees						
Male	26,781	26,781	100%	20,695	20,695	100%
Female	3,031	3,031	100%	2,345	2,345	100%
Total	29,812	29,812	100%	23,040	23,040	100%
Workers						
Male	NA			NA		
Female	NA			NA		
Total	NA			NA		

10. Health and safety management system:

a.	**Whether an occupational health and safety management system has been implemented by the entity? (Yes/No)**	Yes
	What is the coverage of such system?	100%
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 Capital identifies work-related hazards and assesses Occupational Health & Safety (OH&S) risks through a structured Hazard Identification and Risk Assessment (HIRA) process covering both routine and non-routine activities. Routine assessments include office operations, field visits, travel, facility management, contractor activities, ergonomics, and emergency preparedness. Non-routine assessments are conducted for office relocations, infrastructure modifications, new projects, process changes, incidents, and contractor engagements. Inputs from safety inspections, walkthroughs, internal/external audits, incident reporting & investigations, employee consultations/feedback, Safety Committee meetings, and legal compliance reviews are considered to evaluate risks and implement appropriate operational controls and mitigation measures
c.	**Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Yes/No)**	Since the Company does not employ any workers, it is not exposed to any work-related risks or hazards. However, the Company has a process in place for employees to report hazardous working conditions, if any, to the Safety team through complaint registers which are immediately acted upon through corrective and preventive actions.
d.	**Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? (Yes/ No)**	Yes

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

Safety Incident/Number	Category	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0.353	0.143
	Workers	NA	NA
Total recordable work-related injuries	Employees	49	21
	Workers	NA	NA
No. of fatalities	Employees	3	0
	Workers	NA	NA
High consequence work-related injury or ill-health (excluding fatalities)	Employees	7	4
	Workers	NA	NA

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

Tata Capital is committed to providing a safe, healthy, and inclusive workplace through a robust Occupational Health & Safety (OH&S) Management System aligned with ISO 45001 and Tata Safety & Health Management System. Hazard identification & risk assessments, safety inspections, audits, emergency preparedness drills, and incident investigations help to proactively manage workplace risks. Employee consultation, wellness programs, mental health initiatives, doctor-on-call services, and annual health check-ups are conducted. Safety trainings, contractor management, ergonomic assessments and fire & life safety measures further strengthen workplace safety. Continuous monitoring, compliance reviews, and improvement initiatives help ensure the well-being of employees and stakeholders.

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

Topic	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	44	0	NA	53	0	NA
Health & Safety	244	0	NA	126	0	NA

14. Assessments for the year:

Topic	% 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.

Tata Capital investigates all reported health & safety incidents and unsafe conditions to identify root causes, implement corrective and preventive actions. Corrective measures include strengthening operational controls, enhancing safety awareness and training, improving incident reporting & escalation mechanisms, rectifying infrastructure & fire safety deficiencies, and reinforcing contractor safety management. Risks identified through Hazard Identification & Risk Assessment (HIRA), audits, inspections, and employee feedback are reviewed periodically, with targeted action plans developed to mitigate risks. Progress of corrective actions is monitored through Safety Committee meetings, management reviews, audits, and compliance evaluations to ensure continual improvement.

LEADERSHIP INDICATORS

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

a. Employees (Yes/No): Yes

b. Workers (Yes/No): NA

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

Tata Capital has implemented a compliance framework to ensure that statutory dues are appropriately deducted and deposited by its value chain partners. The framework outlines requirements related to key statutory and tax obligations such as GST, MSME compliance, and TDS deduction and deposition. As part of vendor onboarding and periodic reviews, the entity verifies adherence to these compliances to ensure that all value chain partners meet applicable regulatory requirements.

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

Category	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	3	0	0	0
Workers	NA	NA	NA	NA

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

Not Applicable. However, as part of the Tata Group, the Company provides opportunities for retired employees to contribute for the benefit of the society through various volunteering platforms.

5. Details on assessment of value chain partners:

Topic	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	Please refer to note below.
Working Conditions	

Note: Tata Capital, as part of its adherence to the Tata Code of Conduct, requires all its partners, employees, associates, suppliers, contractors and vendors to comply with the code. The TCoC explicitly covers safe and healthy working environment, human rights, and adherence to regulatory compliances.

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

Not Applicable

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 Capital identifies key stakeholder groups through a proactive and structured process of engagement and materiality assessment aligned with BRSR, ESG frameworks, and business strategy. The identification of stakeholders is mapped based on their influence on the business success factors and degree of mutual impact. Key internal and external stakeholder groups include regulators, customers, employees, shareholders, investors, lending partners, business and channel partners, communities, NGOs, and suppliers. Through continuous engagement, Tata Capital categorizes its stakeholders based on their interests, needs, and priorities. By utilizing diverse communication channels and feedback mechanisms, the Company ensures it remains responsive to the expectations of its customers, employees, investors, regulators, and the community at large, fostering trust and creating long-term shared value.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Investors and Shareholders	No	• Press Releases • Disclosure on Stock Exchanges • Quarterly Investor Presentations, earnings calls and analyst meetings • Investor conferences • Annual Reports • Website • Annual General Meeting	• Quarterly • Annually • Need Based	Engagement focused on financial performance, business strategy, market outlook, operational efficiency, technology initiatives, ESG priorities, long-term value creation, and other key developments.
Regulator	No	• Email and Telephonic Communication • In-person and virtual meetings • Correspondences • Inspection Reports	• Need Based • Periodic	Engagement is focused on ensuring adherence to applicable regulatory requirements, monitoring progress on compliance with RBI inspection observations and Risk Mitigation Plans, seeking clarifications and guidance on regulatory matters. It also includes providing recommendations on draft guidelines, providing updates on key organisational developments and initiatives, and demonstrating a strong governance framework and a robust risk & compliance culture aligned with regulatory expectations.

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Customer	Yes, for some parts of our customer segments	• Email • SMS • Branch • Social Media posts • YouTube videos • Customer care • Website • Customer Portal • Tata Capital App • WhatsApp • NPS Internal Survey • External Survey through our valued Partners	• Need Based • Monthly • Quarterly	Engagement focused on effective communication across the customer lifecycle, delivering superior customer service with reduced turnaround time. Addressing grievances promptly through defined Query Resolution Channels. Providing secure, seamless, and reliable digital platforms and transactions. Continuously monitoring and improving customer satisfaction through Net Promoter Score (NPS).
Employees	No	• Regular Meetings with Management (online/ offline) • Appraisal Process • Online Survey • Email and SMS Communication • Intranet • Engagement events • Townhall & Employee Connects	Need Based	Engagement focused on understanding key employee concerns related to compliance and ethics, leadership and management quality, performance and rewards, talent management, learning and development, employee engagement and communication, productivity, health and safety, work–life balance, staff welfare, and remuneration and benefits.
Service Providers & Vendors	No	• Email/Call or in person	Need Based	Engagement to ensure alignment with the Company's operational, regulatory, service quality, and ethical standards

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Society: Target Beneficiary and NGOs	Yes	• Survey, • Community Meetings • Trainings, Evaluations SMS	NGOs: At periodic intervals Target Beneficiaries: Annually	As part of CSR project implementation, formal engagement mechanisms are established with NGO partners and target community stakeholders across various stages of the project lifecycle, including proposal evaluation, due diligence, project design finalisation, implementation, monitoring, review, and impact assessment. These engagements focus on understanding community needs, gathering solution-oriented inputs within the project scope, building awareness, collecting baseline data, and obtaining feedback on project implementation and impact. Regular meetings, site visits, and continuous interactions with NGO partners and community members help ensure effective collaboration, project progress tracking, and meaningful outcomes.

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 Capital engages with stakeholders on economic, environmental, and social topics through structured consultation mechanisms embedded within its business operations. The Company has formed a Customer Service Committee of the Board to bring effective monitoring and ongoing improvements in the quality of customer service. The Committee reviews matters pertaining to customer service, grievance redressal, fair practices, remedial actions to continuously improve the quality of customer service.

   At the operational level, continuous engagements with key internal and external stakeholders are conducted through customer surveys and feedback forums, employee surveys, investor interactions, regulatory consultations, CSR reviews, grievance redressal mechanisms, and community engagement platforms. Feedback from these consultations is consolidated by the respective Business and Functional teams for taking appropriate actions. These are periodically presented to the Senior Leadership and the Board through committee reviews, business performance, materiality assessments, and sustainability updates.

   Tata Capital undertook a formal Materiality Assessment to identify and prioritise ESG risks and opportunities based on stakeholder relevance and business impact. The assessment identified eight priority issues, guiding phased action plans and Board-led sustainability decision-making. The material issues are also detailed as risk and opportunities in Section A of this report.

   The functional heads proactively engage with their corresponding stakeholders and the feedback from such interactions, if any, are provided to the Board by the management.

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 Capital undertook a comprehensive Materiality Assessment to identify and prioritize sustainability risks and opportunities. This process involved structured engagement with internal and external stakeholders, analysis of sectoral data trends across ESG themes, and a prioritization exercise based on the significance of each sustainability issue to key stakeholder groups on one axis and impact of the issue on Tata Capital's business success on the other axis.

The assessment highlighted nine environmental, social and governance issues as key risks and opportunities impacting our business, financial performance and brand. These issues are increasingly important in the context of a rapidly evolving regulatory environment, amplified focus on climate action, growth in sustainable finance and growing expectations on consumer protection.

The engagement with the stakeholders through the materiality assessment study helped draft the Sustainability Policy, understand the risks and opportunities as detailed in Section A and guided the process to structure a long-term ESG strategy integrated into the business.

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

As part of Tata Capital's CSR strategy, the Company focuses on three foundational thematic areas—Education and Skill Development, Healthcare, and Climate Action—to address systemic gaps in access to essential services and strengthen long-term community resilience. The initiatives are designed to improve access to foundational enablers such as clean energy, water security and recharge, quality education, and healthcare, with the objective of creating positive and multi-generational outcomes within the defined project geographies.

The Company's key stakeholder groups include economically underprivileged and underserved communities, with a focused approach towards groups facing systemic barriers to access opportunities and services, including women, youth, marginal farmers, affirmative action communities, persons with disabilities (PwDs), and vulnerable populations in remote and climate-sensitive regions.

Engagement with these stakeholder groups is undertaken through a participatory and community-centric approach that includes community baithaks, baseline assessments, need assessments, village/project committee meetings, field consultations, and continuous interactions with beneficiaries and implementation partners. These engagement mechanisms enable the Company to:

- identify community priorities and co-create locally relevant solutions by integrating traditional knowledge with scientific approaches.
- identify and prioritise the most vulnerable households and participants for project benefits.
- strengthen community capabilities through training, awareness and resource-linked interventions.
- introduce appropriate technologies to improve access, efficiency and outcomes; and
- establish community-led governance mechanisms to ensure concerns are heard and addressed with support from NGO partners.

NGO implementation partners provide technical expertise and contextual inputs during project design and implementation, which are reviewed and incorporated, subject to internal approvals, to enhance programme effectiveness and sustainability. In addition, periodic site visits by Tata Capital teams help validate community feedback, reconcile implementation challenges, and align interventions with project objectives and expected outcomes.

Actions undertaken as based on stakeholder consultations and community feedback included strengthening and expanding interventions that improve access to critical resources and services for vulnerable populations. These include enabling access to clean and reliable energy through The Green Switch, improving water security, recharge and efficient water use through JalAadhar, and enhancing access to higher education and critical healthcare through Pankh Scholarships and Aarogyatara. Project design and implementation approaches were further refined through continuous beneficiary engagement, local governance mechanisms and partner recommendations to improve outreach, inclusivity and long-term sustainability. These actions enabled Tata Capital to deliver targeted, need-based solutions and respond effectively to evolving community priorities across underserved and climate-vulnerable geographies.

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. of employees / workers covered (D)	% (D / C)
Employees						
Permanent	21,704	21,685	100%	16,250	16,216	100%
Other than permanent	8,108	8,108	100%	6,790	6,770	100%
Total Employees	29,812	29,793	100%	23,040	22,986	100%

Note: Percentages are rounded off to the nearest whole number for reporting purposes.

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)
Permanent Employees										
Male	19,801	354	2%	19,447	98%	14,799	164	1%	14,635	99%
Female	1,903	7	0%	1,896	100%	1,451	12	1%	1,439	99%
Other than Permanent Employees										
Male	6,980	694	10%	6,286	90%	5,896	801	14%	5,095	86%
Female	1,128	258	23%	870	77%	894	185	21%	709	79%
Permanent Workers										
Male	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Other than Permanent Workers										
Male	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA

Note: Percentages are rounded off to the nearest whole number for reporting purposes.

3. **Details of remuneration/salary/wages**

a. **Median remuneration / wages:**

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	6	69,75,000	2	54,82,000
Key Managerial Personnel	2	4,94,56,909	1	1,46,71,903
Employees other than BoD and KMP	22,050	3,18,240	2690	3,10,000
Workers	NA	NA	NA	NA

Note:

1. The above information pertains only to TCL (standalone) as on 31st March 2026.
2. Managing Director & CEO is part of both BoD and KMP

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

	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year
Gross wages paid to females as % of total wages	**11%**	**11%**

Note: Percentages are rounded off to the nearest whole number for reporting purposes.

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

Yes

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

Human rights issues are covered under TCoC. A structured governance model is in place led by the Chief Ethics Counsellor, supported by Regional and Locational Ethics Counsellors, with oversight from the Apex Ethics Committee. This ensures clear ownership, escalation, and resolution of human rights and ethical concerns across the organisation. Complaints can be registered using ethics@tatacapital.com / ethicscounsellor@tatacapital.com. The complaints are investigated through defined SOPs with escalation to the Ethics Committee and Audit Committee where required. This is supported by POSH, ABAC, and TCoC frameworks, along with regular awareness sessions to ensure accessibility, trust, and timely resolution.

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	1*		2	0	
Discrimination at workplace	26	0		29	0	
Child Labour	0	0		0	0	
Forced Labour/Involuntary Labour	0	0		0	0	
Wages	0	0		0	0	
Other human rights related issues	0	0		0	0	

*There are no cases pending as on the date of issuance of the Report.

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	0.13%	0.09%
Complaints on POSH upheld	4	2

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

Tata Capital ensures strong protection for individuals raising concerns of discrimination or harassment through its Whistleblower Policy, which expressly prohibits any form of retaliation, discrimination, victimization, or unfair treatment against a complainant. Similarly, any complaint which is sexual in the nature of harassment is covered under Prevention of Sexual Harassment policy (POSH) and is evaluated as per the defined procedure under the policy. The Ethics framework further reinforces strict confidentiality, ensuring that the complainant's identity and case details are disclosed strictly on a need-to-know basis to protect against any potential retaliation or bias.

The Company provides complete safeguards against adverse actions such as threats, intimidation, termination, suspension, disciplinary measures, demotion, denial of promotion, transfer, or any direct or indirect misuse of authority. Confidentiality of the complainant is maintained to the extent permitted by law, and any employee assisting an investigation receives the same level of protection. Where needed, the Company supports complainants by reducing difficulties arising during the process, including facilitating procedural guidance if evidence is required in legal or disciplinary proceedings. Violations of these protections may be reported to the Chairman of the Audit Committee, who reviews such matters and recommends appropriate action, ensuring a secure and retaliation-free environment for raising concerns.

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

Yes, human rights requirements form part of Tata Capital's business agreements and contracts through the Tata Code of Conduct. Tata Capital is guided by the Tata Code of Conduct (TCoC), which is applicable to all employees, business partners, vendors, and suppliers. Compliance with the Tata Code of Conduct is a mandatory requirement and is incorporated into contractual agreements with relevant third parties.

The Tata Code of Conduct includes clear provisions related to human rights, such as respect for human dignity, prohibition of child labour and forced labour, non-discrimination, fair wages, safe and healthy working conditions, and ethical employment practices. Suppliers and business partners are required to adhere to these principles as a condition of doing business with Tata Capital, thereby embedding human rights expectations within contractual and commercial relationships.

10. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	100% of our offices / branches are continuously covered under the purview of TCoC
Forced/involuntary labour	
Sexual harassment	
Discrimination at workplace	
Wages	
Others – please specify	

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

Tata Capital has strengthened its processes by enhancing grievance redressal mechanisms to ensure timely resolution and revising policies to address identified ethical gaps. These measures reflect the Company's commitment to ethical conduct and building stakeholder trust. No significant risks / concerns were reported from the assessment.

LEADERSHIP INDICATORS

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

There were no significant Human Rights grievances made to warrant a modification / introduction of a business process.

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

At Tata Capital, human rights is covered under the umbrella of TCoC where TCoC adherence is checked through various channels to ensure ethical and responsible practices across operations. The scope of this process includes identifying and addressing potential human rights risks within business activities and the value chain. The coverage focuses on the value chain partners accepting and adhering to the TCoC to promote a respectful, inclusive, and safe environment, supported by fair practices, non-discrimination, and the prevention of harassment.

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, Tata Capital is committed to providing an inclusive and accessible workplace and is progressively enhancing accessibility across its premises in alignment with the requirements of the Rights of Persons with Disabilities Act, 2016. Accessibility features such as barrier-free entry, ramps, lifts, accessible washrooms, appropriate signage, and designated parking are available across several offices, wherever feasible. Future actions may include conducting periodic accessibility assessments, addressing identified gaps based on feasibility, incorporating accessibility considerations in selection of new offices and refurbishments.

4. **Details on assessment of value chain partners:**

	% of value chain partners (by value of business done with such partners) that were assessed
Child labour	Please refer to Note below
Forced/involuntary labour	
Sexual harassment	
Discrimination at workplace	
Wages	
Others – please specify	

Note: Tata Capital, as part of its adherence to the Tata Code of Conduct, requires all its partners, employees, associates, suppliers, contractors and vendors to comply with the code. The TCoC explicitly states a zero tolerance towards child labour, sexual harassment, discrimination and forced labour.

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

Not Applicable

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

ESSENTIAL INDICATORS

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

Parameters	Unit	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
From renewable sources			
Total electricity consumption (A)	GJ	0.00	0.00
Total fuel consumption (B)	GJ	0.00	0.00
Energy Consumption through other sources (C)	GJ	0.00	0.00
Total energy consumed from renewable sources (A+B+C)	GJ	0.00	0.00
From non-renewable sources			
Total electricity consumption (D)	GJ	60,898.70	46,049.16
Total fuel consumption (E)	GJ	11,170.13	7,330.31
Energy Consumption through other sources (F)	GJ	0.00	0.00
Total energy consumed from non-renewable sources (D+E+F)	GJ	72,068.83	53,379.47
Total energy consumed (A+B+C+D+E+F)	GJ	72,068.83	53,379.47
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)	GJ/INR Crore	2.29	1.88
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	GJ/USD Million	4.65	3.89
Energy intensity in terms of physical Output		–	–
Energy intensity (optional) – the relevant metric may be selected by the entity		–	–

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. – Yes, SGS India Pvt Ltd has carried out an independent reasonable assurance for FY25-26.

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.**

The PAT Scheme is not applicable to Tata Capital and its operations.

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

Parameter	Unit	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Water withdrawal by source (in kilolitres)			
(i) Surface water	KL	0.00	0.00
(ii) Groundwater	KL	0.00	0.00
(iii) Third party water	KL	13,317.85	7,338.10
(iv) Seawater / desalinated water	KL	0.00	0.00
(v) Others – Tap/Flush Water	KL	1,33,884.52	1,08,816.00
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	KL	1,47,202.37	1,16,154.10

Parameter	Unit	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Total volume of water consumption (in kilolitres)	KL	1,47,202.37	1,16,154.10
Water intensity per rupee of turnover (Total water consumption / Revenue from operations)	KL/INR Crore	4.67	4.09
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	KL/USD Million	9.49	8.46
Water intensity in terms of physical Output		–	–
Water intensity (optional) – the relevant metric may be selected by the entity		–	–

Note - In addition to the water consumption using the third-party bills for all locations to capture the domestic water use, the Company has calculated additional 20 litres per working day per head for tap and sanitation water in line with the National Building Code – Bureau of Indian Standards (BIS), 2016 – Estimation of Water requirement for drinking and domestic use. The code indicates 20 lphd for flushing use in offices. Working days taken as 22 per month due to weekly offs and other public holidays. Therefore, total water consumption is a sum of third-party water and 20 lphd for flushing use requirement in offices.

While the Company's direct water consumption is limited, it contributes to water replenishment and conservation through its JalAadhar (Water Security) Project. Over the past two years, interventions under this CSR project have created a cumulative water recharge and harvesting potential of more than 34,87,000 KL across three sub-river basins, enabling the Company to maintain a water-positive status.

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, SGS India Pvt Ltd has carried out an independent reasonable assurance for FY25-26

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	0.00	0.00
- No treatment	0.00	0.00
- With treatment – please specify level of treatment	0.00	0.00
(ii) To Groundwater	0.00	0.00
- No treatment	0.00	0.00
- With treatment – please specify level of treatment	0.00	0.00
(iii) To Seawater	0.00	0.00
- No treatment	0.00	0.00
- With treatment – please specify level of treatment	0.00	0.00
(iv) Sent to third-parties	0.00	0.00
- No treatment	0.00	0.00
- With treatment – please specify level of treatment	0.00	0.00
(v) Others	0.00	0.00
- No treatment	0.00	0.00
- With treatment – please specify level of treatment	0.00	0.00
Total water discharged (in kilolitres)	0.00	0.00

Note –

The Company is not engaged in any activities that contribute to water pollution. Most of the offices and branches are located within small and large commercial complexes, where water supply is provided through common utility lines.

Wastewater discharge is limited to regular washroom usage, and the same is routed through standard drainage systems. These drainage systems are maintained and managed by the respective municipal authorities.

Accordingly, there is no direct discharge of industrial or hazardous effluents from the Company's premises, and operations remain compliant with applicable environmental norms and regulations.

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, SGS India Pvt Ltd has carried out an independent reasonable assurance for FY25-26.

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

Not Applicable

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

Parameter	Please specify unit	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year
NOx	**mg/m^3**	NA	NA
SOx	**mg/m^3**	NA	NA
Particulate matter (PM)	**mg/m^3**	NA	NA
Persistent organic pollutants (POP)	**NA**	NA	NA
Volatile organic compounds (VOC)	**NA**	NA	NA
Hazardous air pollutants (HAP)	**mg/m^3**	NA	NA
Others – please specify	**PPM**	NA	NA

Note: Given the nature of the operations, the Company does not emit any pollutants in the air.

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. – Not Applicable

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_2O, HFCs, PFCs, SF_6, NF_3, if available)	**tCO_2e**	940.23	546.56
Total Scope 2 emissions (Break-up of the GHG into CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3, if available)	**tCO_2e**	12,010.58	9,299.37
Total Scope 1 and Scope 2 emissions	**tCO_2e**	12,950.80	9,845.93
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	**tCO_2e/INR Crore**	0.41	0.35
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)	**tCO_2e/USD Million**	0.84	0.72
Total Scope 1 and Scope 2 emission intensity in terms of physical output		–	–
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity		–	–

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. – Yes, SGS India Pvt Ltd has carried out an independent reasonable assurance for FY25-26

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

The Company is committed to managing and reducing GHG emissions from both its operations and its financed portfolio. In the offices, installation of energy efficiency lighting, sensor-based lights are part of the process by design while virtual meetings are encouraged to reduce business travel. For the owned offices, the Company is currently evaluating renewable energy sources.

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

Parameter	Unit	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Total Waste generated (in metric tonnes)			
Plastic waste (A)	MT	0.00	0.00
E-waste (B)	MT	5.98	0.90
Bio-medical waste (C)	MT	0.00	0.00
Construction and demolition waste (D)	MT	0.00	0.00
Battery waste (E)	MT	11.15	10.77
Radioactive waste (F)	MT	0.00	0.00
Other Hazardous waste. Please specify, if any. (G)	MT	0.00	0.00
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	MT		
Food Waste	MT	8.44	4.522
Paper Waste	MT	7.43	14.87
Total (A + B + C + D + E + F + G+ H)	MT	33.00	31.07
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	MT/INR Crore	0.0010	0.0011
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	MT/USD Million	0.0021	0.0023
Waste intensity in terms of physical output		–	–
Waste intensity (optional) – the relevant metric may be selected by the entity		–	–
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)			
Category of waste			
(i) Recycled	MT	11.15	10.77
(ii) Re-used	MT	0	0
(iii) Other recovery operations	MT	0	0
Total	MT	11.15	10.77

For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)			
Category of waste			
(i) Incineration	MT	0	0
(ii) Landfilling	MT	15.87	19.39
(iii) Other disposal operations	MT	0.25	0.63
Total	MT	16.12	20.02

Note:

For offices which have canteen facilities, the wet waste is estimated on an indicative basis, considering the capacity/volume of waste bins deployed at the locations.

In the case of paper waste, it is assumed that a significant portion (approximately 80% or more) of the paper procured is shredded using in-house shredding machines. Post shredding, the waste is disposed of through local municipal waste collection systems, which ultimately handle disposal through landfill or other approved methods.

The Company acknowledges the need to strengthen its waste management practices and is committed to exploring sustainable solutions.

This initiative aligns with the Company's commitment towards environmental sustainability and responsible waste management practices

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, SGS India Pvt Ltd has carried out an independent reasonable assurance for FY25-26.

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.**

    As a Non-Banking Financial Company engaged in financial services, Tata Capital does not generate any poisonous, hazardous, or toxic chemicals through its operations, as there is no involvement in manufacturing or chemical processing activities. The waste generated from the Company's operations is primarily limited to minimal paper waste, food (wet) waste, electronic waste (e-waste), and battery waste.

    Tata Capital has established structured waste management practices across its corporate offices and branch locations, with a focus on segregation at source into wet, dry, and recyclable categories. Canteen/cafeteria facilities are operated only at select larger office locations. All the paper waste and any wet food waste generated at these facilities, if applicable, is collected daily and handed over to the respective Municipal Corporation for disposal in accordance with municipal waste management policies and guidelines.

    With respect to e-waste and battery waste, Tata Capital follows a centralised IT asset and waste management framework in line with applicable E-Waste Management Rules and related amendments. End-of-life electronic equipment, used batteries, UPS systems, and other IT peripherals are collected from offices and branches and disposed of exclusively through government-authorised e-waste agencies and recyclers, ensuring safe handling, regulatory compliance, and environmentally sound recycling practices. This framework ensures that no electronic or battery waste is disposed of in landfills.

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

    Not Applicable. Tata Capital does not operate any branches, facilities, or business activities within or near ecologically sensitive areas. Given the nature of our financial services operations, the Company's direct or indirect impacts on biodiversity are not material.

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

    Not Applicable. As a financial services Company, Tata Capital does not undertake projects or operations that fall under categories requiring EIAs as per applicable environmental regulations. Our business activities do not involve infrastructure development, construction, or other operations that trigger statutory EIA requirements.

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:**

    Not Applicable. The Company is compliant with all applicable laws as per mandatory requirements.

LEADERSHIP INDICATORS

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

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

   (i) Name of the area

   (ii) Nature of operations

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

Parameter	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	0.00	0.00
(ii) Groundwater	0.00	0.00
(iii) Third party water	0.00	0.00
(iv) Seawater / desalinated water	0.00	0.00
(v) Others	0.00	0.00
Total volume of water withdrawal (in kilolitres)	0.00	0.00
Total volume of water consumption (in kilolitres)	0.00	0.00
Water intensity per rupee of turnover (Water consumed / turnover)	0.00	0.00
Water intensity (optional) – the relevant metric may be selected by the entity	0.00	0.00
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water	0.00	0.00
- No treatment	0.00	0.00
- With treatment – please specify level of treatment	0.00	0.00
(ii) Into Groundwater	0.00	0.00
- No treatment	0.00	0.00
- With treatment – please specify level of treatment	0.00	0.00
(iii) Into Seawater	0.00	0.00
- No treatment	0.00	0.00
- With treatment – please specify level of treatment	0.00	0.00
(iv) Sent to third-parties	0.00	0.00
- No treatment	0.00	0.00
- With treatment – please specify level of treatment	0.00	0.00
(v) Others	0.00	0.00
- No treatment	0.00	0.00
- With treatment – please specify level of treatment	0.00	0.00
Total water discharged (in kilolitres)	0.00	0.00

Note – the Company does not directly withdraw fresh water from any natural sources and does not have any activities that will pollute water. Most of the offices and branches are in small and large commercial complexes with common water lines where the water flow and discharge are through the city pipelines. These lines are managed by respective municipalities.

The Company operates primarily from office premises and does not undertake any water-intensive manufacturing or processing activities. Accordingly, there is no direct discharge of wastewater from the Company's operations. Notwithstanding its limited operational water footprint, the Company contributes to water conservation and replenishment through its JalAadhar (Water Security) Project, which has created more than 34,87,000 KL of water recharge and harvesting potential across three sub-river basins over the past two years.

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

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 (Break-up of the GHG into CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3, if available)	tCO_2e	2736*	2932*
Total Scope 3 emissions per rupee of turnover	tCO_2e/INR Crore	0.09	0.10
Total Scope 3 emission intensity per FTE (optional)		–	–

***Note –** Scope 3 accounts for business air travel and employee commute data covering Category 6 and 7.

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

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.**

   Not Applicable.

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

   The Company is committed to managing and reducing GHG emissions from both its operations and its financed portfolio. In the offices, installation of energy efficiency lighting, sensor-based lights, sensor-based water taps, use of virtual meetings to reduce business travel are adopted and encouraged. For the owned offices, the Company is currently evaluating renewable energy sources. Within our portfolio, extending capital to clean tech projects, transition of industry to cleaner energy sources is promoted as a separate and focused business. For financed emissions, the Company intends to strengthen climate-related due diligence, integrate sector-specific emission risk assessments into its processes to gradually steer capital toward low-carbon and climate-resilient business models.

   Continued emphasis on resource-efficient operations and climate-conscious financing supports the Company's efforts to manage its environmental footprint, optimise resource use, and promote sustainable and climate-resilient growth.

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

   Yes, Tata Capital has established a comprehensive Business Continuity Planning (BCP) framework to maintain seamless operations during unforeseen disruptions. In addition, an IT Disaster Recovery Plan (IT-DRP) is in place, ensuring that essential technology functions can continue through backup or secondary systems if primary systems become unavailable. This approach also safeguards the organisation from potential loss of computer-based data and information.

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 the Company's operations are primarily focused on providing financial services, its direct environmental footprint remains minimal.

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

   As a financial services organization with limited physical operations, the Company's supply chain is not associated with material environmental risks at present.

8. **Green Credits generated or procured:**

   a. **By the listed entity**

      Tata Capital has not generated or procured any Green Credits during the reporting period

   b. **By the top ten value chain partners (based on purchase and sales value)**

      Not Applicable

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. -** 6

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

Sr. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	Confederation of Indian Industry - CII	National
2	Microfinance Industry Network (MFIN)	National
3	Association Of Karnataka Microfinance Institutions (AKMI)	State
4	Finance Industry Development Council (FIDC)	National
5	Federation of Indian Chambers of Commerce & Industry (FICCI)	National
6	Indian Banks Association (IBA)	National

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

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

Note: There were no cases related to anti-competitive conduct by the entity.

LEADERSHIP INDICATORs

1. **Details of public policy positions advocated by the entity. -**

Sr. No.	Public policy advocated	Method resort for such advocacy	Whether the information is available in public domain? (Yes/No)	Frequency of review by board (Annually/ Half yearly/ Quarterly/ Other-please specify	Web Link, if available
The Company actively engages with regulators, industry bodies, and policy forums on financial sector and sustainability-related matters through consultations, industry associations, and ongoing dialogue with governing bodies such as RBI and SEBI. Senior leadership participates in forums including FIDC, CII, and FICCI, contributing to discussions on ESG, Cleantech finance, and regulatory frameworks. These engagements help support pragmatic policy development while strengthening TCL's sustainability and risk management preparedness.					

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)	Resulted communicated in public domain	Relevant Web Link

Not Applicable

Note: In FY26, the Company commissioned impact assessment studies for three CSR projects as applicable under the CSR Rules. The Impact assessment studies are available on the Tata Capital Website.

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

Sr. No	Name of project for which R&R is ongoing	State	District	No. of Project Affected Families	% of PAF covered by RAR	Amount Paid to PAFs in the FY (in INR)
Not Applicable						

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

Tata Capital has established a participatory and multi-tier grievance redressal mechanism to receive, address and resolve concerns arising from communities covered under its CSR initiatives. Community engagement and grievance management are embedded across the project lifecycle, beginning with baseline studies and need assessments and continuing through implementation, monitoring and closure stages.

Community concerns and feedback are received through multiple formal and informal channels, including:

- Participatory need assessments and stakeholder consultations during project design
- Regular community meetings, site visits and beneficiary feedback sessions
- Field-level coordinators and on-ground teams of implementation partners
- Project-level Village Committees (VCs) comprising community representatives that act as the primary local engagement and grievance interface
- Partner-level grievance mechanisms, complaint channels and helplines, where applicable

CSR initiatives are implemented through experienced implementation partners with sustained field presence and established community relationships. Concerns raised by beneficiaries are initially addressed at the local level through Village Committees and implementation partners to enable timely resolution. Matters that remain unresolved, require project modifications or have broader implications are escalated to Tata Capital's CSR and Sustainability team for review and appropriate corrective action.

Actions undertaken to address grievances may include:

- Corrective and preventive actions at the project level
- Modification of implementation approaches and service delivery mechanisms
- Strengthening beneficiary outreach, awareness and communication processes
- Capacity building of community institutions and implementation teams, where required

To strengthen transparency and accountability, Village Committees operate through defined governance processes for communication, coordination, monitoring and reporting. Tata Capital also undertakes periodic site visits and stakeholder engagements, while independent external agencies are engaged, where relevant, to assess project effectiveness, partner performance and community feedback.

This community-led and responsive grievance management approach strengthens trust, enhances project effectiveness and promotes long-term sustainability and ownership of interventions beyond Tata Capital's direct involvement.

4. **Percentage of input material (inputs to total inputs by value) sourced from local or small-scale suppliers:**

	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year
Directly sourced from MSMEs/ Small producers	20%	22%
Directly from within India	100%	100%

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	0.09%	0.12%
Semi-urban	6.79%	6.80%
Urban	39.46%	41.33%
Metropolitan	53.66%	51.75%

Note: Categorized as per RBI Classification System - Rural/Semi-urban/Urban/Metropolitan

LEADERSHIP INDICATORS

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

Not Applicable

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

Sr. No.	State	Aspirational District	Amount Spent in INR
1	Andhra Pradesh	Vizianagaram	1,34,400
2	Andhra Pradesh	Visakhapatnam	3,99,961
3	Andhra Pradesh	Y.S.R. Kadapa	6,43,467
4	Arunachal Pradesh	Namsai	24,618
5	Assam	Goalpara	18,992
6	Assam	Barpeta	2,23,968
7	Assam	Hailakandi	22,000
8	Assam	Baksa	27,312
9	Assam	Darrang	56,392
10	Assam	Udalguri	29,632
11	Assam	Dhubri	86,264
12	Bihar	Sitamarhi	1,79,652
13	Bihar	Araria	1,04,436
14	Bihar	Purnia	53,672
15	Bihar	Katihar	92,040
16	Bihar	Muzaffarpur	2,33,098
17	Bihar	Begusarai	2,33,466
18	Bihar	Khagaria	46,127
19	Bihar	Banka	97,664
20	Bihar	Sheikhpura	1,29,908
21	Bihar	Aurangabad	1,91,702

Sr. No.	State	Aspirational District	Amount Spent in INR
22	Bihar	Gaya	3,08,099
23	Bihar	Nawada	11,65,616
24	Bihar	Jamui	79,920
25	Chhattisgarh	Korba	39,740
26	Chhattisgarh	Rajnandgaon	20,736
27	Chhattisgarh	Mahasamund	12,000
28	Chhattisgarh	Dantewada	5,760
29	Chhattisgarh	Bijapur	10,288
30	Chhattisgarh	Bastar	12,000
31	Gujarat	Narmada	10,000
32	Haryana	Mewat	75,520
33	Himachal Pradesh	Chamba	15,000
34	Jammu & Kashmir	Kupwara	16,072
35	Jammu & Kashmir	Baramulla	24,254
36	Jharkhand	Garhwa	76,032
37	Jharkhand	Chatra	72,680
38	Jharkhand	Giridih	1,66,382
39	Jharkhand	Godda	72,472
40	Jharkhand	Sahibganj	13,440
41	Jharkhand	Pakur	31,159
42	Jharkhand	Bokaro	1,51,726
43	Jharkhand	Lohardaga	1,12,400
44	Jharkhand	Purbi Singhbhum	1,81,707
45	Jharkhand	Palamu	38,552
46	Jharkhand	Latehar	48,160
47	Jharkhand	Hazaribagh	2,91,304
48	Jharkhand	Ramgarh	1,16,232
49	Jharkhand	Dumka	38,640
50	Jharkhand	Ranchi	5,92,376
51	Jharkhand	Khunti	46,000
52	Jharkhand	Gumla	1,36,405
53	Jharkhand	Simdega	4,00,39,000
54	Jharkhand	Pashchimi Singhbhum	1,44,022
55	Karnataka	Raichur	5,84,061
56	Karnataka	Yadgir	2,09,428
57	Kerala	Wayanad	29,112
58	Madhya Pradesh	Chhatarpur	42,367
59	Madhya Pradesh	Damoh	42,310
60	Madhya Pradesh	Barwani	9,974
61	Madhya Pradesh	Rajgarh	38,201
62	Madhya Pradesh	Vidisha	38,292
63	Madhya Pradesh	Guna	93,526
64	Madhya Pradesh	Singrauli	34,219

Sr. No.	State	Aspirational District	Amount Spent in INR
65	Madhya Pradesh	Khandwa	27,136
66	Maharashtra	Nandurbar	97,264
67	Maharashtra	Washim	79,200
68	Maharashtra	Gadchiroli	80,882
69	Maharashtra	Osmanabad	4,97,620
70	Manipur	Chandel	12,000
71	Mizoram	Mamit	10,000
72	Odisha	Dhenkanal	94,314
73	Odisha	Gajapati	54,000
74	Odisha	Kandhamal	13,400
75	Odisha	Balangir	16,552
76	Odisha	Kalahandi	7,22,883
77	Odisha	Rayagada	12,000
78	Odisha	Koraput	27,000
79	Odisha	Nabarangpur	2,478
80	Odisha	Nuapada	4,223
81	Punjab	Moga	15,000
82	Rajasthan	Dholpur	25,000
83	Rajasthan	Karauli	3,00,40,500
84	Rajasthan	Jaisalmer	48,344
85	Rajasthan	Sirohi	57,434
86	Rajasthan	Baran	30,000
87	Tamil Nadu	Virudhunagar	63,000
88	Tamil Nadu	Ramanathapuram	45,000
89	Telangana	Asifabad	54,000
90	Telangana	Bhoopalapally	32,400
91	Telangana	Bhadradri-Kothagudem	57,812
92	Tripura	Dhalai	12,000
93	Uttar Pradesh	Chitrakoot	67,299
94	Uttar Pradesh	Fatehpur	2,12,317
95	Uttar Pradesh	Bahraich	63,159
96	Uttar Pradesh	Shrawasti	19,320
97	Uttar Pradesh	Balrampur	1,02,393
98	Uttar Pradesh	Siddharthnagar	69,876
99	Uttar Pradesh	Chandauli	1,83,382
100	Uttar Pradesh	Sonbhadra	69,800
101	Uttarakhand	Udham Singh Nagar	98,680
102	Uttarakhand	Haridwar	1,99,680
Total			**8,16,31,303**

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

Tata Capital is in the process of introducing a preferential procurement policy to include suppliers from the marginalised and vulnerable groups under the Tata Affirmative Action Programme.

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

In the absence of a defined preferential procurement policy, procurement is not systematically classified or tracked based on suppliers belonging to marginalized or vulnerable groups.

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

As procurement is not undertaken under a preferential policy framework, the value of procurement from marginalized or vulnerable groups is not specifically identified or measured as a percentage of total procurement.

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

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.

NIL

6. Details of beneficiaries of CSR Projects.

Sr. No.	CSR Project	No. of persons benefited from CSR Projects	% of beneficiaries from vulnerable and marginalized group
1	Healthcare	6,96,650	100%
2	Education & Skill Development	90,418	100%
3	Climate Action	3,09,738	100%
	Total	10,96,806	100%

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

ESSENTIAL INDICATORS

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

At TCL, customers are provided with multiple channels to submit queries, requests, and complaints, including customer care, branches, the website, the https://www.tatacapital.com/contact-us/customer-grievances.html, mobile app, digital platforms, and social media.

We have a comprehensive grievance redressal policy with multiple escalation levels to ensure that customer concerns are addressed effectively. A dedicated team, supported by the Grievance Redressal Officer and the Principal Nodal Officer, ensures the timely and effective resolution of customer concerns. All queries, requests, and complaints (QRCs) are recorded in the CRM system and tracked end-to-end by assigning them to the respective groups for resolution.

To ensure transparency and efficiency, standard turnaround times (TATs) are defined for complaint resolution based on the nature of the issue. Customers receive acknowledgements along with the expected turnaround time and periodic updates. These timelines are outlined in the https://www.tatacapital.com/content/dam/tata-capital/pdf/tcl/tcl-merged-customer-service-and-grievance-handling-revision-13-12-2023-v1.pdf, which is available on the TCL website.

Under the Reserve Bank – Integrated Ombudsman Scheme, 2021, the Company has appointed Principal Nodal Officer. Details of the same are available on the website i.e. www.tatacapital.com of the Company under Ombudsman Scheme tab.

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

Type	As a percentage to total turnover
Environment and Social parameters relevant to product	Not Applicable
Safe and responsible usage	
Recycling and/or safe disposal	

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 the end of year	Remarks	Received during the year	Pending resolution at the end of year	Remarks
Data privacy	562	7	NA	710	19	NA
Advertising	123	0	NA	95	1	NA
Cyber-security	130	3	NA	198	4	NA
Delivery of essential services	350	8	NA	392	3	NA
Restrictive Trade Practices	0	0	NA	0	0	NA
Unfair Trade Practices	111	2	NA	75	0	NA
Others	8,326	184	NA	7,551	179	NA

Note: There are no complaints pending as on the date of issuance of the Report.

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

	Number	Reason for recall
Voluntary recalls	Not Applicable	Not Applicable
Forced recalls	Not Applicable	Not Applicable

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

Yes, the Company has an Information Security Policy and a Cyber Security Policy. The policy sets out information security requirements, the controls used to meet these requirements, and the expected conduct of users handling systems, data, and information. It provides the overall framework for managing information security and cyber security risks. A privacy policy also separately available which is hosted on the website. https://www.tatacapital.com/content/dam/tata-capital/pdf/footer/privacy-policy-v1-06-08-2024.pdf

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

   The Company had no incidents or any pending actions pertaining to Cyber Security of the Company.

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**

      Not applicable.

LEADERSHIP INDICATORS

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

   The information on the services offered by Tata Capital and its material subsidiary is shared through multiple channels, including the Tata Capital website, Tata Capital mobile app, call centres, email, and branches. The Company also uses social media and digital platforms to communicate product information and updates. Our customers can access information on our services through:

   a. Website - www.tatacapital.com

   b. Customer Care Number - 1860 267 6060

   c. Whatsapp-75067 56060

   d. Email - customercare@tatacapital.com, contactcommercialfinance@tatacapital.com, Customercare.housing@tatacapital.com,

   e. Mobile App - https://play.google.com/store/apps/details?id=com.snapwork.tcl&pcampaignid=web_share

   f. Customer care, Email & Branches - https://www.tatacapital.com/contact-us/retail-service-faqs.html

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

   Tata Capital undertakes customer awareness and education initiatives through multiple communication channels to ensure timely and effective outreach. These campaigns are carried out via email, SMS, social media posts, YouTube videos, customer care IVR prompts, and website pop-ups, enabling customers to receive relevant information and updates across digital and assisted platforms.

   Additionally, Customer can access loan details as well as download critical documents like statement of account, repayment schedule and interest certificate through our web portal as well as mobile app. The Company places strong emphasis on promoting informed and responsible use of its services. Customers are provided with clear and comprehensive information on the products offered, including detailed communication of loan agreements and the Most Important Terms and Conditions (MITC). To support this, employees are equipped to communicate loan terms in a clear, transparent, and effective manner.

   Enabling transparency, informed choices and contributing to a more financially aware and resilient India, we also launched a public awareness campaign titled 'Sawaal Karo, Phir Loan Lo'. The programme promotes responsible borrowing behaviour through easy-to-understand social and digital content supported by a dedicated https://www.tatacapital.com/sawaal-karo-phir-loan-lo.html which anchors the effort, serving as a central knowledge hub to access relevant resources and explore information before borrowing. It is a step towards a testament to build financial awareness among people to ensure potential borrowers have clarity before they commit to a credit product.

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

   Tata Capital has established mechanisms to keep consumers informed about any potential disruption or discontinuation of essential services. Wherever feasible, customers are proactively notified in advance through SMS, email, the mobile app, and the Company website regarding such disruptions. In addition, a Business Continuity Plan (BCP) is in place to manage unforeseen circumstances. In the event of a temporary shutdown of a call centre or branch, alternative resources are deployed to ensure continuity of 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? (Yes/No)

Yes. The Company makes service-related information available beyond the requirements prescribed under local laws. Product information is displayed at all branches and on the website, and customers can also access loan-related details through the mobile app. To understand customer experience and capture the voice of the customer, internal transactional surveys in the form of Net Promoter Score (NPS) are conducted at key stages of the customer journey, including onboarding, servicing, and exit. The Customer Satisfaction Score (CSAT) survey is conducted periodically and was completed for FY25-26. A Customer Satisfaction Survey provides valuable insights into customer experiences, expectations, and areas for improvement across the customer journey. For a large NBFC like Tata Capital, it serves as an important tool to measure service quality, identify pain points, and strengthen customer trust and loyalty. The insights gathered help drive data-backed improvements in products, processes, and service delivery, ultimately enhancing customer experience and supporting long-term business growth. At Tata Capital, the CSAT is executed across all relevant business segments across Retail, Corporate and SME.

INDEPENDENT REASONABLE ASSURANCE STATEMENT

Independent Assurance Statement to Tata Capital Limited on its BRSR Core Report for FY 2025 - 26

The Board of Directors,

Tata Capital Limited,
11th Floor, Tower A, Peninsula Business Park,
Ganpatrao Kadam Marg, Lower Parel,
Mumbai - 400013

Nature of the Assurance

SGS India Private Limited (hereinafter referred to as 'SGS India') was engaged by Tata Capital Limited (the 'Company') to conduct an independent assurance of the Company's Business Responsibility and Sustainability Reporting (BRSR) (the 'Core Report') for the reporting period of April 1, 2025, to March 31, 2026. SGS India has conducted a Reasonable level of Assurance for the BRSR core indicators. This assurance engagement was conducted in accordance with International Standard on Assurance Engagements (ISAE) 3000 (Revised) and ISAE 3410.

Reporting Framework

The Report has been prepared as per following frameworks:

1. Master Circular for compliance with the provisions of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 by listed entities (Circular No. HO/49/14/14(7)2025-CFD POD2/I/3762/2026), dated 30 January 2026 circular.
2. Greenhouse Gas Protocol Standard

Intended Users of this Assurance Statement

This Assurance Statement is provided with the intention of informing all Tata Capital Limited internal and external Stakeholders.

Responsibilities

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

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

Assurance Standard

SGS has conducted a Reasonable level of Assurance for BRSR core parameters under 9 ESG Attributes, including all essential indicators as specified under BRSR standards and amendments made as on date. This engagement was performed in accordance with the International Standard on Assurance Engagement (ISAE) 3000 (revised) and ISAE 3410 (Assurance Engagements other than Audits or Reviews of Historical Financial Information).

Our evidence-gathering procedures were designed to obtain a 'Reasonable' level of assurance, which is a high level of assurance in accordance with ISAE 3000 (revised) standard but is not absolute certainty. It involves obtaining sufficient appropriate evidence to support the conclusion that the information presented in the report is fairly stated and is free from material misstatements.

Statement of Independence and Competence

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

The assurance team was assembled based on their knowledge, experience, and qualifications for this assignment, and comprised auditors registered with ISO 26000, ISO 20121, ISO 50001, SA8000, RBA, QMS, EMS, SMS, GPMS, CFP, WFP, GHG Verification, and GHG Validation Lead Auditors, and experience on the SRA Assurance.

Scope of Assurance

The assurance process involved assessing the quality, accuracy, and reliability of BRSR Indicators, including all KPI's within the report for the period April 1, 2025, to March 31, 2026. The reporting boundary includes the Head Office in Mumbai and Pan-India branch offices, comprising 1,217 offices under TCL and 280 offices under TCHFL. This reporting boundary is aligned with the GHG inventory consolidation approach.

Assurance Methodology

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

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

Limitations

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

The assurance scope excludes:

- Disclosures other than those mentioned in the assurance scope.
- Data reviews outside the operational sites as mentioned in the reporting boundary.
- Validation of any data and information other than those presented in "Findings and Conclusions."
- The assurance engagement considers an uncertainty of ±5% based on the materiality threshold for Assumption/ estimation/measurement errors and omissions.
- The Company's statements that describe the expression of opinion, belief, aspiration, expectation, aim for the future intention provided by the Company, and assertions related to Intellectual Property Rights and other competitive issues.
- Mapping of the Report with reporting frameworks other than those mentioned in the Reporting Criteria above.
- Plastic waste and other non-hazardous waste-related disclosures not under the scope of assurance, as these are not reported by the Company

Findings and Conclusions

Based on the procedures we have performed and the evidence we have obtained, we are satisfied that the information presented by the Company in its report (as per the table below) is complete, accurate, reliable, fairly stated in all material respects, and is prepared in line with the BRSR requirements.

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

S. No.	BRSR Core Attribute	BRSR Core Indicator
1	Greenhouse gas (GHG) foot print	≈ Total scope 1 emissions ≈ Total scope 2 emissions ≈ GHG emission intensity (scope1 +2)
2	Water footprint	≈ Total water consumption ≈ Water consumption intensity ≈ Water discharge by destination and levels of treatment
3	Energy footprint	≈ Total energy consumed ≈ % of energy consumed from renewable sources ≈ Energy intensity

S. No.	BRSR Core Attribute	BRSR Core Indicator
4	Embracing circularity	≈ Plastic waste ≈ E-waste ≈ Biomedical waste ≈ Construction and demolition waste. ≈ Battery waste ≈ Radioactive waste ≈ Other hazardous waste ≈ Other non-hazardous waste ≈ Total waste generated ≈ Waste intensity ≈ Each category of waste generated, total waste recovered through recycling, re-using or other recovery operations. ≈ For each category of waste generated, the total waste disposed of by the nature of the disposal method
5	Employee well-being and safety	≈ Spending on measures towards wellbeing of employees and workers – cost incurred as a % of total revenue of the company ≈ Details of safety-related incidents for employees and workers (including contract-work force e.g. workers in the company's construction sites)
6	Enabling gender diversity in business	≈ Gross wages paid to females as % of wages paid. ≈ Complaints on POSH
7	Enabling inclusive development	≈ Input material sourced from MSMEs/small producers and from within India as % of total purchases (by value). ≈ Job creation in smaller towns: Wages paid to people employed in smaller towns (permanent or nonpermanent /on contract) as % of total wage cost
8	Fairness in engaging with customers and suppliers	≈ Instances involving loss/breach of data of customers as a percentage of total data breaches or cyber security events. ≈ Number of days of accounts payable
9	Openness of business	≈ Concentration of purchases & sales done with trading houses, dealers, and related parties ≈ Loans and advances & investments with related parties

For and on behalf of SGS India Private Limited

Kalpesh Thombare
National Sustainability Manager – ESG & Sustainability Services,
SGS India

26th, June 2026

Tushar Girigosavi
Lead Verifier – ESG & Sustainability Services,
SGS India Team Member: Anjali Nair, Daya SS

26th, June 2026