Business Responsibility and Sustainability Report

Section A: General Disclosures

I. Details of the listed entity

1	Corporate Identity Number (CIN) of the Listed Entity	U45203MH1979PLC454032	
2	Name of the Listed Entity	Tata Projects Limited	
3	Year of incorporation	1979	
4	Registered office address	Corporate Centre, 3rd Floor, Building Block B, 34 Sant Tukaram Road, Carnac Bunder, Mumbai 400 009	
5	Corporate address	Cignus 14th & 15th Floor Plot No. 71A Kailash Nagar Mayur Nagar Passpoli Powai Mumbai 400 087 Maharashtra India	
6	E-mail	tplmumbai@tataprojects.com, cstpl@tataprojects.com	
7	Telephone	022-69222400	
8	Website	www.tataprojects.com	
9	Financial year for which reporting is being done	2025-26	
10	Name of the Stock Exchange(s) where shares are listed	The equity shares of the Company are not listed on any Stock Exchange. However, the Non-Convertible Debentures issued by the Company are listed with National Stock Exchange of India Limited (NSE).	
11	Paid-up Capital	1,74,63,74,683	
12	Name and contact details (telephone, e-mail address) of the person who may be contacted in case of any queries on the BRSR report	Name:	Amit Kumar (Head of Sustainability & CSR)
		Telephone:	022-69222400
		E-mail:	amit.kumar3@tataprojects.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)	Standalone	
14	Name of assessment or assurance provider	Bureau Veritas (India) Private Limited	
15	Type of assessment or assurance obtained	BRSR Core Reasonable Assurance	

II. Products/services

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Engineering, Procurement and Construction	Tata Projects delivers sustainable and innovative solutions in large-scale urban and industrial infrastructure projects. This includes refineries, petrochemical plants, and other critical sectors. The Company contributes significantly to India's Net Zero ambitions by applying its expertise in sectors such as semiconductor facilities, data centres, green fuels, roads, bridges, integrated rail systems, and more. Tata Projects offers comprehensive, end-to-end services, spanning from project conceptualisation to operations and maintenance, ensuring high standards of execution.	100%

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

S. No.	Product/Service	NIC Code	% of total Turnover contribute
1	Urban Spaces	45201 (General Construction)	22.68%
2	MSI		20.25%
3	E&R		8.30%
4	ATF		16.51%
5	T&D		15.85%
6	Special Projects		16.18%
7	TMU		0.22%
8	Others		0%

III. Operations

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

Location	Number of plants	Number of offices	Total
National	1 manufacturing plant (TMU)	3	4
International	0	8	8

19 Markets served by the entity:

a. **Number of locations**

Locations	Number
National (No. of States)	3
International (No. of Countries)	8

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

3.56%

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

Key customers include GOI, government agencies such as MMRDA, CMRL, NTPC, NPCIL, IOCL, Pune Metro, Noida airport, as well as significant collaborations with various Tata Group companies. Additionally, Tata Projects engages with private enterprises including JSW, Micron, Amazon, DLF Microsoft, Google, Mahindra

IV. Employees

20 Details as at the end of Financial Year:

a. **Employees and workers (including differently abled):**

S. No.	Particulars	Employees and workers				
		Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
		Employees				
1	Permanent (D)	5,449	5,041	92.51%	408	7.49%
2	Other than Permanent (E)	6,044	5,977	98.89%	67	1.11%
3	**Total employees (D + E)**	**11,493**	**11,018**	**95.87%**	**475**	**4.13%**
		Workers				
4	Permanent (F)	0	0	0.00%	0	0.00%
5	Other than Permanent (G)	54,921	54,871	99.91%	50	0.09%
6	**Total workers (F + G)**	**54,921**	**54,871**	**99.91%**	**50**	**0.09%**

b. **Differently abled Employees and workers:**

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
		Differently abled Employees				
1	Permanent (D)	5,449	12	0.22%	0	0.00%
2	Other than Permanent (E)	6,044	0	0.00%	1	0.02%
3	**Total employees (D + E)**	**11,493**	**12**	**0.10%**	**1**	**0.01%**
		Differently abled Worker				
4	Permanent (F)	0	0	0%	0	0%
5	Other than Permanent (G)	0	0	0%	0	0%
6	**Total workers (F + G)**	**0**	**0**	**0%**	**0**	**0%**

21 Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B/A)
Board of Directors	7	1	14.29%
Key Management Personnel	3	0	0%

22 Turnover rate for permanent employees and workers

(Disclose trends for the past 3 years)

	Turnover rate in FY 2025-26			Turnover rate in FY 2024-25			Turnover rate in FY 2022-23		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	26%	27%	26%	22%	29%	23%	18%	21%	19%
Permanent Workers	NA	NA	NA	NA	NA	NA	NA	NA	NA

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

23 Names of holding/subsidiary/associate companies/joint ventures

S. no	Name of the holding/subsidiary/associate companies/joint ventures (A)	Indicate whether holding/ Subsidiary/Associate/Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Tata Sons Private Limited	Holding Company	73.25%	Yes
2	Artson Engineering Limited	Subsidiary	75%	No
3	Ujjwal Pune Limited	Subsidiary	100%	No
4	TP Luminaire Private Limited	Subsidiary	100%	No
5	TPL Services Private Limited	Subsidiary	100%	No
6	TPL-CIL Construction LLP	Subsidiary	65%	No
7	TQ Cert Services Pvt. Ltd.	Subsidiary	100%	No
8	TQ Services Europe GmbH, Germany	Subsidiary	100%	No
9	TQ Cert Services L.L.C. (Formerly known as Industrial Quality Services LLC, Oman)	Subsidiary	70%	No
10	TQ Cert Services (Shanghai) Co Ltd (Formerly known as Ind Project Engineering (Shanghai) Co Ltd)	Subsidiary	100%	No
11	TCC Construction Private Limited	Subsidiary	36.90%	No
12	TPL-Asara Engineering South Africa (Proprietary) Limited	Subsidiary	70%	No

VI. CSR Details

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

No

(ii) Turnover (in ₹)

1,61,26,00,00,000

(iii) Net worth (in ₹)

23,39,62,00,000

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)	FY2025-26			FY 2024-25		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	No	Nil	Nil	Not applicable	0	0	NA
Investors (other than shareholders)	No	Nil	Nil	Not applicable	0	0	NA
Shareholders	No	Nil	Nil	Not applicable	0	0	NA
Employees and workers	Yes Chief Ethics Counsellor: ecounsellor@tataprojects.com Third-party Ethics Helpline/Web portal: https://tpl.integritymatters.in	68	32	Includes Employees/Ex-Employees, OSR	53	18	All carried over cases will get closed in FY 2025-26
Customers	Yes Chief Ethics Counsellor: ecounsellor@tataprojects.com Third-party Ethics Helpline/Web portal: https://tpl.integritymatters.in	0	0		1	1	All carried over cases will get closed in FY 2025-26
Value Chain Partners	Yes Chief Ethics Counsellor: ecounsellor@tataprojects.com Third-party Ethics Helpline/Web portal: https://tpl.integritymatters.in	24	10		15	4	All carried over cases will get closed in FY 2025-26
Other (please specify)	Yes Chief Ethics Counsellor: ecounsellor@tataprojects.com Third-party Ethics Helpline/Web portal: https://tpl.integritymatters.in	43	24	Anonymous concerns	40	20	Anonymous cases. All carried over cases will get closed in FY 2025-26

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

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Predicable Product Delivery	Risk/ Opportunity	The risk of project delivery falling short of its commitment on timelines, costs and quality stems from various factors, including but not limited to inadequate planning, inadequate resources, ineffective project management and/or unforeseen challenges.	We employ a rigorous approach to project selection and execution, based on client requirements, resource availability (man, machine, material), cost and cash flow estimations, c and potential technological partnerships. Project complexity, including technical specifications, size, location, stakeholder engagement, regulatory compliance and other risk factors, are carefully considered. Technological domains necessary for project success are also identified. Appropriate contract terms and conditions also help mitigate risks related to default on client's obligations, contract or price variations. Strong internal Project Governance framework is in place to ensure projects are delivered successfully, on time, and within scope. Further, a structured change management process is in place to reduce scope creep and proactive engagement with key stakeholders. In addition, project review and monitoring is carried out through Operational Review Meetings (ORMs) and Business Review Meetings (BRMs).	Negative if risk not mitigated. Positive if opportunity realised
2	Liquidity Management and Capital Allocation	Risk	The nature of the industry in which we operate is capital-intensive, long-term, and contract-driven, where delayed payments or cost overruns may negatively impact the available cash to meet working capital requirements and capital allocation priorities.	We strategically manage our liquidity by maintaining a diversified client base and project portfolio, reducing reliance on any single client or project. Our effective credit control framework, coupled with strong relationships with banks and financial institutions, ensures timely access to credit facilities and funding options for managing short-term liquidity. We have comprehensive processes in place to continuously monitor and enhance working capital metrics at both corporate and project levels. Furthermore, robust project governance, underpinned by thorough financial analysis and due diligence, ensures accurate cost estimations, including future costs, past performance and trends, along with prudent capital allocation.	Negative
3	Dispute Resolution	Risk	Potential risks involved in resolving disputes either with the client/customer or with vendors/sub-contractors, arising out of the respective contracts.	We proactively manage disputes through well-qualified and experienced teams, supported by a network of reputable law firms. A formal framework for review of contractual terms and appropriate escalation of onerous terms for effective decision-making helps mitigate risks. We continuously strengthen internal processes and controls to ensure strict compliance with contractual obligations. A robust mechanism is in place to respond to notices and defend against any claims or litigation. The organisational structure also lays importance on documenting all correspondence and communication with external parties.	Negative
4	Cyber Security	Risk I Opportunity	Cyber threats and attacks may compromise the confidentiality, integrity and availability of the Company's digital assets, infrastructure and sensitive/business critical information. This can have significant financial, operational and reputational consequences for the Company.	We maintain a comprehensive cybersecurity risk management framework, employing advanced tools such as firewalls, IPS/IDS, network segmentation, , multifactor authentication secure data storage/backup and Data Loss Prevention We conduct periodic vulnerability assessments on critical infrastructure and applications to proactively identify and remediate potential weaknesses and enhance our security posture. Continuous vigilance is ensured through 24x7 SOC monitoring and SIEM. Further, all employees are required to mandatorily go-through learning on cyber and information security and periodic awareness on cyber security threats.	Negative if risk not mitigated. Positive if opportunity realised
5	Talent Management	Risk	Challenges associated with attracting, developing, engaging and retaining talent within the organisation.	Our talent management strategy focuses on recruiting top talent, leveraging professional networks, partnerships with educational institutions and the support of external agencies. Employee skills and competencies are continuously improved through training, education assistance and leadership development programmes, including specific capability-building initiatives for Project Managers and Resident Construction Managers. We also provide competitive compensation and benefits. Our focus on employee engagement aims to reduce attrition and cultivate a strong sense of belonging to the organisation.	Negative
6	Input Material Inflation	Risk	Challenges and volatilities associated with rising cost of major raw materials and components used in construction projects.	We mitigate the risk of increased costs through appropriate contracting terms with customers and suppliers. We focus on building resilient supply chain, working with diverse vendor base to mitigate the risk of dependency on single source suppliers. In addition, an effective foreign currency policy is in place to mitigate the volatility in import of goods and services.	Negative
7	Ethics and Compliance	Risk I Opportunity	Ever evolving landscape of laws and regulations requires timely identification, analysis and adaptation of requirements, as any non-compliance may lead to fines, penalties, criminal prosecution and loss of reputation. Any non-compliance with the Tata Code of Conduct, negligence, or fraudulent actions by employees, contractors, or suppliers that seek to gain an unfair advantage or harm the Company's interests.	An effective compliance and ethics program, under the aegis of the Board-level Audit Committee, helps enforce compliance across the organisation. It is supported by well-defined and widely communicated policies, procedures and guidance. Regular awareness campaigns and training sessions are held to ensure understanding and adherence to established policies. Focused interventions are also implemented to strengthen a culture of compliance across all stakeholder categories. Our effective internal control system ensures adherence to laws and regulations in all operating countries, including those related to financial reporting. Compliance is continuously monitored through an e-enabled compliance management framework. Comprehensive practices for investigating, responding and reporting anypotential, suspected or actual non-compliance or Code of Conduct breaches have been established.	Negative if risk not mitigated. Positive if opportunity realised
8	ESG and Climate Change	Risk/ Opportunity	Failure to address Environmental, Social and Governance factors that may impact the Company's operations, performance and reputation. Physical risks (climate risk) such as increased severity of extreme weather events could disrupt supply chains, halt operations and damage valuable assets. This can also alter operating conditions (temporarily or permanently), for instance, soil conditions and adversely affect people deployed on sites.	A comprehensive ESG Policy and governance framework with Board-level oversight of our ESG roadmap help regularly monitor sustainability risks against established targets and implement site-level sustainability knowledge improvement sessions and plans. Our focused interventions aim to reduce energy consumption through various energy and emission saving initiatives. We adopt best practices for managing the quality of life of communities through effective noise control, dust and traffic management. Robust health and safety measures and adherence to international standards, safeguard the well-being of our workers and surrounding communities. We also drive supply chain sustainability through responsible sourcing and ensure accountability and transparency through appropriate corporate governance structures. Detailed evaluation of green vendors is also carried out in line with global norms for disclosures. Monthly vendor training programmes are also held at project/site levels. A strong framework of processes and controls ensures accuracy, reliability and transparency of financial reporting and control systems, including robust procedures for preventing fraud or mismanagement.	Negative if risk not mitigated. Positive if opportunity realised
9	Geopolitical and economic	Risk	Geopolitical and economic risks arise from factors such as political instability, war, regulatory changes, trade restrictions, inflation, and currency fluctuations, all of which can disrupt project execution and financial performance. These risks can lead to supply chain interruptions, increased costs, or reduced market access.	Management review the global events and implement necessary mitigation plans involve diversifying suppliers, strong stakeholder engagement, foreign currency hedging, and conducting continuous scenario planning to anticipate and respond to global events proactively	Negative

Section B: Management and Process Disclosures

Sr. No.	Disclosure Question	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								
	b. Has the policy been approved by the Board? (Yes/No)	Yes								
	c. Web-link of the Policies, if available	Tata Code of Conduct: Read More Anti-Bribery and Anti-Corruption policy: Read More Conflict of Interest Policy: Read More	Responsible Supply Chain Management Policy: Read More Supplier Code of Conduct: Read More	Policy on Equal Opportunity & Anti-Discrimination: Read More Diversity & Inclusion Policy: Read More Occupational Health & Safety Policy: Read More	CSR Policy: Read More Affirmative Action Policy: Read More	Business & Human Rights Policy: Read More Policy for Prevention of Sexual Harrassment: Read More	ESG Policy: Read More	Tata Code of Conduct: Read More Anti-Bribery and Anti-Corruption policy: Read More Conflict of Interest Policy: Read More	CSR Policy: Read More Affirmative Action Policy: Read More	Data Privacy Policy: Read More
2	Whether the entity has translated the policy into procedures. (Yes/No)	Yes								
3	Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes								
4	Name of the national and international codes/ certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	ISO 37001: 2016	ISO 9001-2015	ISO 45001:2018	ISO 14001:2015 ISO 45001: 2018 ISO 37001:2016	ISO 45001:2018	ISO 14001:2015	ISO 37001: 2016	Corporate Social Responsibility (CSR) Act - governed by Section 135 of the Companies Act, 2013.	ISO 9001-2015
5	**Specific commitments, goals and targets set by the entity with defined timelines, if any.**	i. 100% Compliance to Tata Projects Code of Conduct and Ethics ii. 100% Training coverage of TCOC across the organisation iii. AA rating for Annual Compliance Report (ACR) scores	~35% of buy through Green Vendors (Suppliers Complying with ESG Norms) by 2030	To ensure thorough health & saftey compliance. Maintain Frequency Rate or LTIFR (LTIs/Million workhours) >0.1	Conduct stakeholder engagement at all levels	Implementation of Business & Human Rights	i. Reduction in CO_2 emissions intensity (Scope 1+2) (tCO_2e/ Cr. INR) by 25% by 2030 from 2025 levels, and become Net Zero by 2045 ii. Achieve 40% Waste-water Re-use & Recycling (%)	i. 100% Compliance to Tata Projects Code of Conduct and Ethics ii. 100% Training coverage of TCOC across the organisation iii. AA rating for Annual Compliance Report (ACR) scores	i. To improve the quality of lives of the community in the identified geography of Tata Projects CSR operations with a focus on women, youth, children, and the affirmative action community. In addition the company contributes to volunteering programs and initiatives that drives positive impact in community ii. Achieve 6hrs Per-capita volunteering hours (PCVH) for community by 2030	Implementation of Data Privacy & Security Continued Customer Satisfaction
6	**Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.**	Maintained AA rating in ACR	~ 18% achieved in reporting year	• ISO 14001:2015 certified • 0.09 LTIFR, achieved in reporting year	Double Materialiity Assessment exercise conducted in reporting year, wherein 239 stakeholders were engaged through surveys and interviews. These stakholders comprised from- Investors, Customers, Employees, Contract Workers, Suppliers, Regulatory Authorities & Government bodies, Community & NGOs, and Industry Bodies & Trade Associations. The results comprising the DMA matrix is published in our Annual Integrated Report FY 2025-26	• Organization-wide roll out Business & Human Rights policy • Training on human rights through -e-module for all employees	6.2 CO_2/INR crore revenue achieved in reporting year		1.48 PCVH achieved in reporting year	Customer Satisfaction Index (CSI) of 97% achieved in reporting year

Sr. No.	Disclosure Question	P1	P2	P3	P4	P5	P6	P7	P8	P9
Governance, leadership and oversight										
7	Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure) **This is provided in our Integrated Report 2025-26**									
8	**Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).** The Chairman & Managing Director, along with the Board, holds the highest authority for implementing and overseeing the Business Responsibility policies.									
9	**Does the entity have a specified Committee of the Board/Director responsible for decision making on sustainability related issues? (Yes/No). If yes, provide details** Yes Corporate Social Responsibility & Environmental, Social and Governance Committee Ms. Nishi Vasudeva (Chairperson) Mr. Sanjay Bhandarkar Mr. Vinayak Pai									
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**
	Performance against above policies and follow up action	Yes. The Board, Board Committees, and Executive Committee periodically review performance against policies. The number of board meetings as well as committee meetings are provided in our Integrated report. In addition, the report describes the different processes via which Tata Projects ensures performance and review of the above policies.								
	Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Yes. The Company adheres to all applicable regulations and governing principles.								
	Subject for Review	**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	Quarterly as well as Annually, & As and when needed. A total of 30 (Thirty) Board/Committee Meetings were held during the year under review comprising 7 (Seven) Board Meetings and 23 (Twenty-Three) Meetings of various Committees excluding 1 (One) Independent Directors Meeting. The requisite quorum was present at all the meetings. The maximum gap between any two consecutive Board and Audit Committee Meeting was less than one hundred and twenty days, as stipulated under the Act, Regulation 62D and 62F of the SEBI Listing Regulations and Secretarial Standards								
	Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances									
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.** The company has undertaken management system audits for certifications under ISO 14001, 45001, 37001, 9001. In addition, the company has undertaken reasonable with ISAE 3000 (revised standard)									

Sr. No.	Disclosure Question	P1	P2	P3	P4	P5	P6	P7	P8	P9
12	**If answer to question (1) above is "No" i.e. not all Principles are covered by a policy, reasons to be stated:**									
	The entity does not consider the Principles material to its business (Yes/No)	Not Applicable as all Principles are adquately covered by various ESG policies. Major policies are published in our website: https://tataprojects.com/policies-and-charters								
	The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
	The entity does not have the financial or/human and technical resources available for the task (Yes/No)									
	It is planned to be done in the next financial year (Yes/No)									
	Any other reason (please specify)									

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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	4	To impart awareness amongst Directors, they were familiarized with changes in applicable regulatory provisions covering: i. NFRA Circular on two-way communication between Statutory Auditors and Those Charged with Governance. ii. Use of digital tools and technologies' in Internal Audit Process iii. New Labour Code iv. The Digital Personal Data Protection Act, 2023	i. 100% ii. 66.66% iii. 83.33% iv. 57.14%
Key Managerial Personnel	4	TCOC, POSH, Human Rights, ABAC	100%
Employees other than BoD and KMPs	4	TCOC, POSH, Human Rights, ABAC	100%
Workers	2	TCOC, POSH, Human Rights, ABAC	100%

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

	Monetary				
	NGRBC Principle	Name of the regulatory/ enforcement agencies/judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/Fine	Nil	Nil	Nil	There were no penalties, fines, settlements or compounding fees in FY 2026	NA
Settlement	Nil	Nil	Nil		NA
Compounding fee	Nil	Nil	Nil		NA

	Non-Monetary			
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment	Nil	Nil	No non-monetary imprisonment or punishment in FY 2026	NA
Punishment	Nil	Nil		NA

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

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

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

Yes

Yes, the Company has an ABAC (Anti-Bribery And Anti-Corruption) Policy. Tata Projects Limited communicates its anti-corruption policies through e-mails, TCOC e-modules, refresher tarining sessions, as well as internal channels like the intranet portal – HUB, townhalls, posters, workshops, quizzes, newsletters, ethics week celebrations, Founder's Day celebrations, mission, vision, and values workshops, and external channels via contracts and official communications. Regular training sessions are held for employees and stakeholders, including suppliers and contractors. Compliance is monitored through audits and a confidential whistle-blower mechanism overseen by the Audit Committee. Additionally, any disciplinary action taken is communicated via email to all employees about type of incident and formal action taken.

Policies related to anti-corruption & anti-bribery are publicly available at TPL website and can be accessed here: https://tataprojects.com/policies-and-charters

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

	FY 2025-26	FY 2024-25
Directors	Nil	Nil
KMPs	Nil	Nil
Employees	Nil	Nil
Workers	Nil	Nil

6 Details of complaints with regard to conflict of interest:

	FY 2025-26		FY 2024-25	
	Number	Remark	Number	Remark
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	Not applicable	0	
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	Not applicable	0	

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	FY 2024-25
Number of days of account payables	184	196

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	FY 2024-25
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	3.80%	2%
	b. Number of trading houses where purchases are made from	196	326
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	1.64%	1%
Concentration of Sales	a. Sales to dealers/distributors as % of total sales	NA	NA
	b. Number of dealers/distributors to whom sales are made	NA	NA
	c. Sales to top 10 dealers/distributors as % of total sales to dealers/distributors	NA	NA
Share of RPTs in	a. Purchases (Purchases with related parties/Total Purchases)	39%	3%
	b. Sales (Sales to related parties/Total Sales)	26%	18%
	c. Loans & advances (Loans & advances given to related parties/Total loans & advances)	4%	100%
	d. Investments (Investments in related parties/Total Investments made)	100%	95%

Leadership Indicators

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

During the vendor assessment process, suppliers were sensitized on Environmental, Social, and Governance (ESG) principles, with a clear explanation of the importance of sustainability and its role in responsible business practices. Vendors were briefed on how sustainability impacts long term business continuity, compliance, and value creation, and the expectations from them as responsible partners. Post the briefing vendors are requested to submit their documentation and compliances related to the ESG evaluation process.

Total number of awareness programmes held	Topics/principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
NA	NA	NA

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 Projects has a (CoI) Policy It ensures that employees act in the Company's best interests by preventing personal interests from influencing professional responsibilities. The policy applies to directors, senior managers, officers, all employees, contractors, and associates, emphasising transparency and integrity in business decisions. It identifies potential conflicts, such as personal relationships, financial interests in third parties, external employment, and political associations, requiring employees to disclose any existing or potential conflicts through a formal process. The Company may take measures to mitigate these conflicts, including removing employees from related decision-making roles. Non-disclosure can result in disciplinary action, reinforcing the importance of transparency and ethical conduct in maintaining the Company's integrity. Any such disciplinary action taken are communicated to all employees to make them aware of the kind of situations and appropriate actions taken.

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

Essential Indicators

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

	FY 2025-26	FY 2024-25	Details of improvements in environmental and social impacts
R&D	NA	NA	NA
Capex	NA	NA	NA

2 Details on Sustainable Sourcing

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

Yes

Yes, We have initiated a formal assessment process to evaluate vendors based on key sustainability parameters, including environmental responsibility, social practices, and governance standards.

As part of our commitment to responsible procurement, we have set a target for FY 2025–26 to bring 20% of our overall spend under the sustainability assessment framework. This approach enables us to progressively enhance the sustainability performance of our supply chain while encouraging continuous improvement from our suppliers.

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

18.46% Green Vendor Spent

3 Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for

NA

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.

Yes

TPL's Supply chain team are incorporating the EPR clause in the Import Order for declaration of details from vendors.

The Company has secured registration as an importer under the EPR framework and refined its waste management procedures to ensure compliance. This includes capacity-building sessions for relevant departments and engaging service providers to meet regulatory obligations. Tata Projects consistently submits the required documentation to the Ministry of Environment, Forest and Climate Change (MoEFCC) in a timely manner.

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?

We have not conducted LCA. However for calculation of our scope 3 emissions, we focus in value chain assessment of our emissions, including all upstream categories.

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)

Recycled or re-used input material to total material	
FY 2025-26	FY 2024-25
55% of concrete were produced using M Sand. 72% of concrete were produced with Fly Ash/GGBS to reduce cement content in concrete	64% of concrete were produced using M Sand. 65% of concrete were produced with Fly Ash/GGBS to reduce cement content in concrete

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	Total (A)	% of employees covered by									
		Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent employees											
Male	5041	5041	100%	5041	100%	0	0.00%	186	3.69%	40	1%
Female	408	408	100%	408	100%	10	2.45%	0	0.00%	19	5%
Total	**5449**	**5449**	**100%**	**5449**	**100%**	**10**	**0.18%**	**186**	**3.41%**	**59**	
Other than permanent employees											
Male	5977	5977	100.00%	5977	100%	0	0%	0	0	0	0%
Female	67	67	100.00%	67	100%	5	7%	0	0	2	3%
Total	**6044**	**6044**	**100.00%**	**6044**	**100%**	**5**	**8.27%**	**0**	**0**	**2**	

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

Category	Total (A)	% of workers covered by									
		Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent workers											
Male	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Total	**NA**	**NA**	**NA**	**NA**	**NA**	**NA**	**NA**	**NA**	**NA**	**NA**	**NA**
Other than permanent workers											
Male	54871	NA	NA	54871	100%	NA	NA	NA	NA	NA	NA
Female	50	NA	NA	50	100%	NA	NA	NA	NA	NA	NA
Total	**54921**	**NA**	**NA**	**54921**	**100%**	**NA**	**NA**	**NA**	**NA**	**NA**	**NA**

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

Category	FY 2025-26	FY 2024-25
Cost incurred on wellbeing measures as a % of total revenue of the company	1%	1%

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

Benefits	FY 2025-26			FY 2024-25		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	100%	Yes	100%	100%	For workers only those employed thru sub contractors without registration are covered
Gratuity	100%	0%	NA	100%	0%	Yes for Regular employees
ESI	0%	0%	NA	0%	0%	Not Applicable
Others – please specify	NA	NA	NA	0%	0%	Yes or No or Not Applicable

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 Code of Conduct covers Person with Disabilities (PWD) charter that ensures coverage of Persons with disability and their inclusion in the company. Offices in Mumbai and Noida have entry ramps and lifts to all floors for proper accessibility.

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

Yes, https://tataprojects.com/policies-and-charters

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%	79%	0%	0%
Female	95%	90%	0%	0%
Total	**98%**	**85%**	**0%**	**0%**

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

	Yes/No	(If Yes, then give details of the mechanism in brief)
Permanent Workers	NA	We do not have any permanent workers as our front-line workforce is outsourced to third party based on site location and project specification
Other than Permanent Worker	Yes	For contract employees, the grievances are handled by their respective contractors
Permanent Employees	Yes	Managed by Business-HRs
Other than Permanent Employees	Yes	Managed by site leadership, site HR and Business-HRs

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

Tata Projects follows the policy of Freedom of association & Collective Bargaining.

8 Details of training given to employees and workers:

	FY 2025-26					FY 2024-25				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Male	5041	3413	68%	1792	35.55%	5888	576	10%	3659	62%
Female	408	226	55%	222	54.41%	470	19	4%	482	100%
Total	**5449**	**3639**	**67%**	**2014**	**36.96%**	**6347**	**595**	**9%**	**4141**	**#DIV/0!**
Worker										
Male	54871	54871	100%	8655	15.77%	47826	47826	100%	4215	8.81%
Female	50	50	100%	0	0.00%	0	0	0	0	#DIV/0!
Total	**54921**	**54921**	**100%**	**8655**	**15.76%**	**47826**	**47826**	**100%**	**4215**	**8.81%**

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

	FY 2025-26			FY 2024-25		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	4858	4858	100%	5888	5490	93%
Female	388	388	100%	484	408	84%
Total	**5246**	**5246**	**100%**	**6372**	**5898**	**93%**
Worker						
Male	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA
Total	**NA**	**NA**	**NA**	**NA**	**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). If yes, the coverage such system?

Yes. TPL is ISO 45001:2018 certified company. The coverage includes project sites, offices & manufacturing facilities.

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

TPL has a dedicated process “Hazard Identification & Risk Management” (process no.- 13.02.01) which includes identification of hazards for routine and non-routine activities, assessing risks using a risk matrix and control measures based on hierarchy of controls. TPL also has a process of Last Minute Risk Assessment (process no.- 13.02.01/OCP-02) to identify and mitigate the additional risk at the time of work.

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

Yes. TPL promotes reporting of Observations & Near misses. Employees report through digital platform and sub-contractor workers report it through their respective supervisors. TPL’s policy explicitly empower all the employees and sub-contractor workers to report any hazardous situations without any fear of reprimand. The workforce is also rewarded basis their reporting history.

As articulated in TPL’s OHSE policy all workers are empowered to remove themselves from work situations that they believe could cause injury or ill health as well as to intervene in case of finding anything unsafe in nature.

TPL has also introduced “Stop Work Authority Policy” (13.01.01/P-04/R0) empowering all the stakeholders including the workers to stop the work, without any fear of reprisal, in case of any unsafe act/situation.

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

Yes. In compliance with the legal requirements of the Building and Other Construction Workers (BOCW) Act, a Construction Medical Officer is available at all project sites to provide medical support to workers. Additionally, at office locations, a qualified medical doctor visits once every week to offer healthcare consultations and services.

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

Safety Incident/Number	Category	FY 2025-26	FY 2024-25
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0.099
	Workers	0.055	0.083
Total recordable work-related injuries	Employees	1	2
	Workers	52	49
No. of fatalities	Employees	0	0
	Workers	4	1
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	1	1

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

TPL’s OHSE policy prioritizes occupational health and safety through stringent compliance, risk assessments, and continuous employee training. It enforces PPE usage, emergency preparedness, and vendor safety standards to mitigate workplace hazards.

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

FY 2025-26			FY 2024-25		
Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
135	79	Includes 13 cases pending resolution from previous year	53	13	All carried over cases will get closed in FY 2025-26

14 Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	69%
Working Conditions	69%

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.

The finding were minor observations in nature and all of them were corrected within stipulated timeline.

Leadership Indicators

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

Employees	Yes
Workers	Yes

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

The HR CoE receives inputs from the respective site HR teams. These inputs are then remitted to the relevant statutory departments. Additionally, the information is shared with the Finance CoE team for accounting purposes.

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

	Total no. of affected employees/worker		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	FY 2024-25	FY 2025-26	FY 2024-25
Employees	0	0	0	0
Workers	1	1	1	1

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?

This approach is not part of the regular practice; however, it was proposed during February– April 2026 to redeploy talent within TATA Group companies.

5 Details on assessment of value chain partners

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	The Quality team of TPL conducts regular audits across sites, sub-contractors and suppliers. In FY 2026, 73 supplier audits were conducted for performance related criteria covering 392 suppliers
Working Conditions	

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.

The finding were minor observations that were communicated to suppliers for continuous improvement.

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.

At Tata Projects Limited, stakeholders are identified through a systematic process involving mapping the Company's operations and their impacts. Stakeholders are categorised into primary (employees, customers, suppliers, contractors, communities, investors) and secondary (government agencies, NGOs, regulatory bodies, media) groups. Engagement channels are tailored to each group, including formal meetings, surveys, and community forums. Continuous assessment and feedback ensure that the list remains current and comprehensive.

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 (E-mail, 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
Employees	No	• Town hall meetings • Executive training programme • Workshops, events, and activities • Employee welfare initiatives • Skip-level meetings • Off-site meetings • Employee satisfaction survey • Performance management • Goal setting • Team meetings • Email communications	Quarterly (Town hall meetings) Annual (Employee satisfaction survey)	• Deliver business impact through continuous learning • Build sustainable leadership capabilities for the future • Build sustainable project management capabilities for the future • Ethical behaviour and conduct • Increase frequency of training on statutory matters at sites • Training on safety at the workplace • Gender diversity and inclusion
Customers	No	• Events • Customer Satisfaction Survey • Tata Projects community initiatives • Customer feedback • Senior leadership interaction	• Need-based (events, Senior leadership interaction) • Annual (Customer Satisfaction Survey) • Quarterly (Customer feedback) • Periodic (Tata Projects community initiatives)	• Project delivery and technical communications • Quality of construction • Optimised utilisation of resources • Safety • On-time delivery • At-cost projects
Suppliers/ Contractors/ Service providers	No	• Vendor meets • Mutual visits • Vendor Satisfaction Survey (VSAT)	• Need-based (Vendor meets) • Periodic (Mutual visits)	• Long-term business commitments • Vendor development • Advance scheduling • Timely payment • Ethical business conduct
Communities	Yes	• Community Initiative • Community Event • CSR initiative	Periodic	• Community development • Address societal concerns • Maintain the environment
Government	No	• Project review meetings • Representations • Industry association meetings	Need-based (Representations)	• Adherence to various norms and regulations • Timely delivery of projects
Investors	No	• Financial performance results • Integrated Annual Report • Stock exchange filings	• Quarterly (Financial performance results) • Annual (Integrated) report	• Growth in returns on investment • Ethical operations • Credit rating • Timely payments
NGOs	No	• Need assessments • Community events and CSR activities	• Defined intervals • Periodic	• Community development • Increased number of initiatives that have a positive societal impact • Conduct impact assessments

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.

Consultation on economic, environmental, and social topics is conducted through the Corporate Social Responsibility & Environment, Social & Governance (CSR&ESG) Committee. The committee engages with management representatives to understand stakeholder concerns and provides feedback to the Board for consideration in decision-making. In FY 2026, 3 meetings were conducted for the ESG & CSR committee.

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

- Consultation with customers focuses on supporting their sustainability goals, such as achieving carbon neutrality. The Company actively monitors customer-issued non-conformities (NCs) and evaluates feedback scores to enhance service delivery. Customer training sessions are utilised to strengthen collaboration and position Tata Projects as a knowledgeable partner in sustainability efforts.
- Engagement with suppliers is pivotal in driving environmental and social decisions. Tata Projects prioritises partnerships with green vendors, focusing on sourcing eco-friendly materials, adopting energy-efficient equipment, and optimising transportation routes to minimise environmental impact. Additionally, the Company emphasises waste management strategies and encourages suppliers to uphold fair labour practices and ethical standards.

- Employee feedback, collected through mechanisms such as the Organisational Health Index Survey, has informed initiatives like the Phoenix transformation team, grounded in values of integrity, safety, accountability, collaboration, and inclusion. Regular communication channels, including townhalls and skip-level meetings, facilitate continuous dialogue, while initiatives such as 'Diversity Dialogues' and training programmes like 'Bonfire Conversations' raise awareness of social and environmental priorities.
- Community consultations have led to a revamped CSR strategy, transitioning to a funding partner model with reputable NGOs to implement programmes in health, education, and water sustainability. Initiatives such as the 'Water and Climate Change Adaptation Programme' and the 'Wasundhra Village Development Programme' address community needs, demonstrating a collaborative approach to driving long-term sustainability.

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

Engagement with Vulnerable and Marginalized Stakeholders

TPL engages vulnerable groups—frontline workers and underserved communities—through targeted CSR and volunteering initiatives addressing social security, health, safety, and infrastructure gaps.

(I) Volunteering

Employees participate in Tata Group programmes (Tata Volunteering Week, Pro-Engage, Disaster Response). In FY 2025-26, 5,463 volunteering hours were contributed across 50+ sites, benefiting 3,069 individuals, including 855 trees planted, supporting environmental and community well-being.

(II) Project Adhikar

Focused on social security access for unorganized workers:

4,700 workers sensitized at Borivali and Sanand sites

1,155 workers linked to schemes (PMJAY, ABHA, e-Shram)

Impact: Improved healthcare access, financial inclusion, and formal workforce integration.

(III) Community Support Initiatives

Need-based interventions in consultation with local stakeholders:

Kevadia: Improved ITI infrastructure; hygiene awareness

Chamoli: Installed 20 solar streetlights, enhancing safety

Noida: Set up Water ATM (1200 L/hr) providing safe drinking water

Impact: Enhanced safety, health, and access to essential services.

(IV) Disaster Response

Led regional Disaster Response Meeting (18 Tata companies, 35+ participants) focusing on coordinated action, resource mapping, and inclusive participation (including women).

Impact: Strengthened preparedness and effective support for vulnerable communities during disasters.

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:

	FY 2025-26			FY 2024-25		
	Total (A)	No. of employees/ workers covered (B)	% (B/A)	Total (C)	No. of employees/ workers covered (D)	% (D/C)
Employees						
Permanent	5449	5404	99.17%	6372	46	0.72%
Other than permanent	6044	6044	100.00%	6850	0	0%
Total Employees	**11493**	**11448**	**99.61%**	**13222**	**46**	**0.35%**
Workers						
Permanent	NA	NA	NA	NA	NA	NA
Other than permanent	NA	NA	NA	NA	NA	NA
Total Workers	**NA**	**NA**	**NA**	**NA**	**NA**	**NA**

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

*Employees receive compensation above the minimum wage rate, with higher rates of pay in place. Frontline workers are subcontracted through 3rd Party who covers their payments

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

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)				
Key Managerial Personnel	5	4,02,12,329	4	2,53,97,255
Employees other than BoD and KMP	11014	6,61,512	471	8,91,910
Workers	54921	98.90 Cr average per month	0	0

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

Category	FY 2025-26	FY 2024-25
Gross wages paid to females as % of total wages	5.00%	4.90%

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)

No

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

We have HR COE team who addresses any concerns related to labour law compliances.

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

	FY 2025-26			FY 2024-25		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	8	0		2	0	Both cases have been substantiated and action have been taken
Discrimination at workplace	0	0		0	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	

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

Particulars	FY 2025-26	FY 2024-25
Total Complaints Data Needed under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	8	2
Complaints on POSH as a % of female employees/workers	1.68%	0.41%
Complaints on POSH upheld	0	0

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

- Identity of the complainant is kept confidential throughout the investigation.
- Access to case details are limited to only those directly involved in the resolution process.
- Clear communication that any form of retaliation (e.g., demotion, isolation, negative performance reviews) will lead to disciplinary action.
- Trained, impartial investigators or Internal Committees (ICs) handle complaints.
- Both parties are heard and the process is transparent and unbiased.
- Provides access to complainants for counselling, legal aid, or employee assistance programs (EAPs).
- Offers temporary changes in work arrangements (e.g., reporting lines, shifts) to protect the complainant.
- Monitors the complainant's work environment post-investigation to ensure no adverse treatment occurs.
- Conducts follow-up meetings to check on the complainant's well-being.

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

Yes

10 Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	0%
Forced/involuntary labour	0%
Sexual harassment	0%
Discrimination at workplace	0%
Wages	0%
Others – please specify	0%

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

Not Applicable

Leadership Indicators

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

No modifications have been done so far. Currently all grievances are handled as per Grievance policy related to relevant stakeholder.

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

No due diligence conducted so far. However all employees, contractors, suppliers, have to abide by Tata Code of Conduct and policy on Business & Human Rights.

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

Yes

4 Details on assessment of value chain partners:

Every value chain partner has to sign Tata Projects Supplier Code of Conduct which includes clauses on zero Child/Forced/ Involuntory Labour, Prevention of sexual harassment, Prevention of discrimination and Fair wages.

	% of value chain partners (by value of business done with such partners) that were assessed
Child labour	0%
Forced/involuntary labour	0%
Sexual harassment	0%
Discrimination at workplace	0%
Wages	0%
Others – please specify	0%

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:

Parameter	FY 2025-26	FY 2024-25
From renewable sources		
Total electricity consumption (A)	6014	3558
Total fuel consumption (B)	0	0
Energy consumption through other sources (C)	0	0
Total energy consumed from renewable sources (A+B+C)	6014	3558
From non-renewable sources		
Total electricity consumption (D)	223434	200340
Total fuel consumption (E)	730197	917697
Energy consumption through other sources (F)	9892	27159
Total energy consumed from non- renewable sources (D+E+F)	963523	1145196
Total energy consumed (A+B+C+D+E+F)	969537	1148754
Energy intensity per rupee of turnover (Total energy consumed/Revenue from operations) GJ/Cr	58.9	70
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed/Revenue from operations adjusted for PPP)	No PPPs Available	No PPPs Available
Energy intensity in terms of physical output	N/A	N/A
Energy intensity (optional) – the relevant metric may be selected by the entity	N/A	N/A
Source of emission factor	IPCC Energy 2006 & CEA V21 for grid electricity	IPCC Energy 2006 & CEA V19 for grid electricity
PPP Conversion Factor used	Not Applicable	Not Applicable
Source of the PPP Converstion Factor	Not Applicable	Not Applicable
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. Bureau Veritas	

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

Not Applicable

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

Parameter	FY 2025-26	FY 2024-25
Water withdrawal by source (in kilolitres)		
(i) Surface water	0	3,70,650
(ii) Groundwater	17,37,693	7,40,163
(iii) Third party water	26,06,539	13,57,107
(iv) Seawater/desalinated water	0	
(v) Others	0	4,17,634
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	43,44,232	28,85,554
Total volume of water consumption (in kilolitres)	24,14,370	22,75,716
Water intensity per rupee of turnover (Water consumed/Revenue from operations)	149.8	139.08
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption/Revenue from operations adjusted for PPP)	No PPPs available	No PPPs available
Water intensity in terms of physical output	N/A	N/A
Water intensity (optional) – the relevant metric may be selected by the entity	N/A	N/A
Source of emission factor	Not Applicable	Not Applicable
PPP Conversion Factor used	Not Applicable	Not Applicable
Source of the PPP Converstion Factor	Not Applicable	Not Applicable
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. Bureau Veritas	

4 Provide the following details related to water discharged:

Parameter	FY 2025-26	FY 2024-25
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water		
No treatment	19,29,862	-
With treatment – please specify level of treatment		3,13,442
(ii) To Groundwater		
No treatment	0	0
With treatment – please specify level of treatment	0	0
(iii) To Seawater		
No treatment	0	0
With treatment – please specify level of treatment	0	0
(iv) Sent to third-parties		
No treatment	0	0
With treatment – please specify level of treatment	0	0
(v) Others		
No treatment	0	0
With treatment – please specify level of treatment	0	0
Total water discharged (in kilolitres)	19,29,862	3,13,442
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. Bureau Veritas	

Due to absence of metered water discharge monitoring, it was calculated considering all of water consumption in labour camps as discharge and 50% of considered miscellaneous water consumption.

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

During the year, Tata Projects has been engaged in the construction of state-of-the-art semiconductor assembly and testing facilities for Micron Technology and Tata Electronics in Sanand, Gujarat, and Dholera, Assam. These facilities are being developed in accordance with LEED Gold standards established by the Green Building Council and will incorporate advanced water-conservation technologies to achieve Zero Liquid Discharge (ZLD). This initiative reflects the Company's strong commitment to sustainable development and responsible construction practices.

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	FY 2024-25
NOx	kg/day average	0.14	XXX
SOx	kg/day average	0.67	XXX
Particulate matter (PM)	Units	NA	NA
Persistent organic pollutants (POP)	Units	NA	NA
Volatile organic compounds (VOC)	Units	NA	NA
Hazardous air pollutants (HAP)	Units	NA	NA
Others – please specify	Units	NA	NA
Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.		All DGs stack at The Manufacturing Unit (TMU), Nagpur were tested by M/s Nilawar Laboratories, Nagpur. The parameters are with in the limit.	All DGs stack at The Manufacturing Unit (TMU), Nagpur were tested by M/s Nilawar Laboratories, Nagpur. The parameters are with in the limit.

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

Parameter	Please specify unit	FY 2025-26	FY 2024-25
Total Scope 1 emissions (Break-up of the GHG into CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3, if available)	Metric tonnes of CO_2 equivalent	55614	70,410
Total Scope 2 emissions (Break-up of the GHG into CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3, if available)	Metric tonnes of CO_2 equivalent	44439	40,458
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions/Revenue from operations)	Units	6.2	6.78
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)	Units	No PPPs available	No PPPs available
Total Scope 1 and Scope 2 emission intensity in terms of physical output	Units	N/A	N/A
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	Units	N/A	N/A
Source of emission factor		IPCC Energy 2006 & CEA V21 for grid electricity	IPCC Energy 2006 & CEA V20 for grid electricity
PPP Conversion Factor used		Not Applicable	Not Applicable
Source of the PPP Converstion Factor		Not Applicable	Not Applicable
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, Bureau Veritas	

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

Yes. Few initiatives that were undertaken are as follows:

1. Use of Moglix platform for purchase: By moving to a digitally eveolved and integrated procurement platform such as Moglix, the following were achieved: 5,438 shipment movements were avoided; 62.7% reduction in logistics touchpoints; 271,900 KM transportation distance saved; 18,127 litres of diesel saved; leading to a reduction of 48.8 tCO_2e.
2. Total Renewable energy consumption due to Roof Top Solar system was 600,099 kWh at 617 kWp capacity for FY 2025-26. Total Renewable energy consumption due to 595 solar streetlights of 71.5 kWp and 287 of 30 kWp at various projects across TPL was approx. 294,954 kWh.
3. Usage of Automatic Power Factor Correction (APFC) panels for improvement of Power factor and maintaining it on an average of 0.97 across TPL resulted in 38,82,702 kWh savings.
4. 100% of all lights across all the projects used are of LED type instead of conventional lights.
5. Usage of Passenger/Material Hoists with Variable Frequency Drive (VFD) Control:100% of total Passenger/Material Hoists (25 nos.), Tower Cranes (39 nos.) and the Gantry cranes (44 nos.) are with VFD Control resulting in lower starting current, jerk-free start/stop of hoist resulting in longer life of components and lower power consumption.
6. Usage of Inverter Welding Machines: 97% of Welding machines are energy efficient Inverter Type, that have no magnetic & heat losses like transformer type welding machines.
7. 100% of all projects are connected to grid power.
8. Energy saving Brushless Direct Current (BLDC) wall mounted fans (11,099 numbers) of 30 watt capacity are being installed in new labour camps, replacing the conventional 60 watt fans. BLDC fans consume approximately 50% less energy compared to conventional fans, resulting in significant energy savings. As of now, around 56% of total fans used are BLDC type.

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

Parameter	FY 2025-26	FY 2024-25
Total Waste generated (in metric tonnes)		
Plastic waste **(A)**	39	26.6
E-waste **(B)**	1	4.0
Bio-medical waste **(C)**	0	0.0
Construction and demolition waste **(D)**	11165	0.0
Battery waste **(E)**	4	0.0
Radioactive waste **(F)**	NA	0.0
Other Hazardous waste. Please specify, if any. **(G)**	7163	4042.0
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector) This includes mixed waste such as wood, paper, plastic, etc.	2892.8	37631.8
Total (A+B + C + D + E + F + G + H)	**21264**	**41704.4**
Waste intensity per rupee of turnover (Total waste generated/Revenue from operations) Crore	1.32	2.5
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated/Revenue from operations adjusted for PPP)	N/A	N/A
Waste intensity in terms of physical output	N/A	N/A
Waste intensity (optional) – the relevant metric may be selected by the entity	N/A	N/A
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	7580	17530.82
(ii) Re-used	590	3308.69
(iii) Other recovery operations	0	0
Total	**8170**	**20839.51**
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		0
(i) Incineration		0
(ii) Landfilling	3353	726.06
(iii) Other disposal operations		0
Total	**3353**	**726.06**
Source of emission factor	IPCC Energy 2006 & CEA V20 for grid electricity	
PPP Conversion Factor used	Not Applicable	
Source of the PPP Converstion Factor	Not Applicable	
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, Bureau Veritas	Yes, Bureau Veritas

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.

Tata Projects is committed to controlling waste management across its operations, aligning with Project Aalingana's goal of achieving Zero Waste to landfill by 2030. The Company prioritises reuse and recycling, placing orders based on construction requirements to avoid over-procurement and actively tracking both hazardous and non-hazardous waste.

Steps taken across all sites and offices:

- Hazardous waste is disposed of according to statutory guidelines through authorised recyclers.
- Non-hazardous waste, such as steel, is directed to recyclers.
- Cement waste is managed by procuring via bulkers, loading into batching plant silos, and implementing a digitalised mechanism for cement usage.
- Concrete waste is repurposed for paver blocks and earth pits, with tested cubes used to create tanks.
- The Company ensures waste recycling and reuse at its initial generation point, processing through authorised recyclers. Any remaining waste is stored for future reuse or recycling as needed.
- Process Guidelines for waste and water management were released as EPM in FY 2026.
- At Hyderabad office paper & iron waste was disposed under the ITC-WOW initiative 2.68MT in FY 2026.

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:

The company currently does not have any operations/offices near ecologically sensitive areas.

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

Tata Projects operates in the engineering, procurement, and construction (EPC) sector. Environmental clearances, including Environmental Impact Assessments (EIAs), are obtained by the project owners/clients and fall within their scope of responsibility. Therefore, this question is not applicable to Tata Projects.

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

Yes, Tata Projects is compliant with these regulations.

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

Vallur (Tamil Nadu), Barmer (Rajasthan),Chennai (Tamilnadu), Nagpur (Maharashtra), Bangalore (Karnataka), Vadodara & Sanand (Gujarat), Hisar (Haryana)

(ii) Nature of operations

HRRL (HPCL Rajasthan Refinery Limited) Barmer, CMRL (Chennai Metro Rail Ltd.), CPRR (Chennai Peripheral Ring Road), TMU Nagpur (The Manufacturing Unit), TCS Chennai, Hyderabad 11 & 12 & Rafferty, NTPC Vallur, MRO Hangar (Bangalore), FGD Vallur, Agratas & Micron (Sanand), IOCL Vadodara, NPCIL Hisar

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

Parameter		FY 2025-26	FY 2024-25
Water withdrawal by source (in kilolitres)			
(i)	Surface water	0	0
(ii)	Groundwater	391321	73,419
(iii)	Third party water	612067	719,343
(iv)	Seawater/desalinated water	0	0
(v)	Others	0	10,691
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)		1003388	803,453
Total volume of water consumption (in kilolitres)		576340	540,360
Water intensity per rupee of turnover (Water consumed/turnover) per Crore		35.7	33.02308242
Water intensity (optional) – the relevant metric may be selected by the entity			0
Water discharge by destination and level of treatment (in kilolitres)			
(i)	To Surface water		
	No treatment	427049	0
	With treatment – please specify level of treatment		12140
(ii)	To Groundwater		
	No treatment		0
	With treatment – please specify level of treatment		0
(iii)	To Seawater		
	No treatment		0
	With treatment – please specify level of treatment		0
(iv)	Sent to third-parties		
	No treatment		0
	With treatment – please specify level of treatment		0
(v)	Others		
	No treatment		32988
	With treatment – please specify level of treatment		0
Total water discharged (in kilolitres)		427049	45128
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		Bureau Veritas	Bureau Veritas

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

Parameter	Unit	FY 2025-26	FY 2024-25
Total Scope 3 emissions (Break-up of the GHG into CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3, if available)	Metric tonnes of CO_2 equivalent	1,739,200.00	0
Total Scope 3 emissions per rupee of turnover	MT CO_2e/Cr of revenue INR	108	0
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity	Units		0
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. Bureau Veritas	No (*Business travel & employee commute only.)

3 With respect to the ecologically sensitive areas Data Needed 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.

The Company's policy establishes clear guidelines for biodiversity conservation, prioritising project sites to minimise ecological impact while conducting thorough environmental assessments in advance. Moving forward, regular monitoring and reporting on biodiversity metrics will be integrated into project management processes. Additionally, the Company will invest in employee training and awareness programmes to foster a culture of biodiversity stewardship within the organisation. The biodiversity guidelines will be continually updated to align with evolving industry standards and best practices, ensuring a steadfast commitment to environmental sustainability and biodiversity conservation.

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:

S. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Project Aalingana	Launched by the Tata Group in 2022, Project Aalingana is dedicated to embedding sustainability into our business strategy by driving the decarbonisation of our operations and value chain, adopting a circular economy approach to minimise resource use and waste, and preserving and restoring the natural environment.	Sustainability-related KPIs (Enterprise, SBG, SBU, Site) have been identified at the corporate level, and site-level initiatives are conducted besides monitoring every site monthly.
2	Green Thumb Initiative	Launched on World Environment Day in 2016, Tata Projects' Green Thumb initiative is focused on restoring India's green cover and combating climate change. Green Thumb has grown into a comprehensive environmental conservation programme. Through this initiative, individuals pledge to plant trees, which Tata Projects then fulfils at project sites across the country. Utilizing a distinctive online model, 'You click, we plant,' Tata Projects plants trees based on the clicks received on its microsite. Green Thumb has made tree planting more accessible and efficient.	9600 nos saplings planted in FY 2026.
3	Reducing Energy Consumption and Increasing the Use of Renewable Power	Mandating grid connectivity at plant sites Discouraging the use of DG sets Increasing renewable power usage at plant sites (e.g., TMU and MTHL extensively using solar power) Monthly monitoring and tracking of energy consumption according to yearly targets Working with Site SPOCs to meet targets	Tata Projects has established a 996 KW solar plant at its Manufacturing Unit (TMU) in Nagpur, generating 775437 kWh of electricity over the past year.

S. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
4	Enhancing Resource Efficiency	Tata Projects identified key performance indicators (KPIs) for reducing emissions and energy intensity in its operations, implementing critical measures to enhance resource efficiency and performance. These measures include utilising BSIV and above norms for energy-efficient equipment, using LED and solar lights for lighting, implementing Variable Frequency Drive (VFD) technology through the Fleet Team, increasing the use of renewable energy to reduce carbon emissions, and organising plantation drives at project sites, such as the Green Thumb initiative.	1670490 kWh Renewable Power Generation in FY 2026 1196 tCO_2e Overall emissions avoided
5	Emission Reduction and Management Strategies	Tata Projects' energy conservation efforts encompass technological, operational, and behavioural upgrades, including APFC panels, LED lighting, VFD-controlled equipment, inverter welding machines, and grid power optimisation. The Company also invests in renewable energy sources, such as rooftop solar systems and solar streetlights, while leveraging technology for efficient energy monitoring and diesel distribution. These initiatives contribute to substantial savings and environmental benefits.	
6	Water Management	To minimise water consumption, prevent pollution, and ensure responsible water use in construction, Tata Projects employs bio-blocks in urinals, admixtures in concrete, curing compounds, drip curing, and curing water pump synchronisation. Additionally, the Company uses RO reject water for dust suppression and vehicle washing, reducing water withdrawal. Through the adoption of water-reducing admixtures, curing compounds, and wastewater recycling processes, Tata Projects significantly reduces overall water consumption.	**467335** KL Water Recycled in FY 2026
7	Waste Management	In its reuse and recycling efforts, Tata Projects orders only the necessary quantities based on ready-for-construction drawings and execution requirements to avoid overprocurement. The Company also tracks both hazardous and non-hazardous waste to ensure responsible disposal and recycling. Steps taken include: • Disposing of hazardous waste in accordance with statutory guidelines through authorised recyclers • Sending non-hazardous waste, such as steel, to recyclers • Managing cement waste by procuring via bulkers, loadinginto batching plant silos, and using a digitalised system for cement usage • Repurposing concrete waste to create paver blocks and earth pits, with tested cubes used to make tanks Tata Projects recycles and reuses waste from its initial generation point, ensuring authorised processing, while any remaining waste is stored for future reuse or recycling as needed. Additionally, the Company implemented guidelines against single-use plastics, monitored plastic waste, and introduced a plastic waste awareness programme to further reduce plastic waste.	In FY 2026, 55% of the concreting was done using Manufactured Sand (Msand) in relation to overall concrete production.

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

Yes, Tata Projects has a business continuity and disaster management plan.

At Tata Projects, we have rolled out a Business Continuity Management Systems (BCMS) Apex Manual in compliance with the requirement to ISO 22301:2019 – 'standard for Business Continuity Management (BCM)'. The BCMS Apex manual covers the Business Impact Assessment, Risk Assessments, Business Continuity, Disaster Recovery Plan and Crisis Management Framework to enhance the effectiveness of risk containment efforts.

Additionally, location specific Business Continuity & Disaster Recovery Plan (BCP-DR Plan) has been rolled at three of our offices (Hyderabad, Mumbai & Ahmedabad) and one project site (Microsoft, Hyderabad).

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.

Tata Projects has an extensive programme to engage with suppliers and promptly address any adverse impacts in the value chain. The Company prioritises suppliers and vendors that demonstrate sustainability in their operations, including green vendors, and assesses their environmental policies, social impact, and adherence to ethical standards.

No adverse impacts were observed during the reporting year.

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

0%

8 How many Green Credits have been generated or procured:

NIL

a. By the listed entity

Not Applicable

b. By the top ten (in terms of value of purchases and sales, respectively) value chain partners

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

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

4

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

S. No.	Name of the trade and industry chambers/associations	Reach of trade and industry chambers/ associations (State/National)	Membership No.	Period	Remarks
1	Confederation of Indian Industry, Western Region - Membership No. W5326P	States of Goa, Gujarat, Madhya Pradesh and Maharashtra.	W5326P		
2	Construction Federation of India	National			
3	India Infrastructure Publishing Pvt Ltd	National			
4	Construction Industry Development Council (CIDC) – Corporate Membership	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.

Not Applicable

Leadership Indicators

1 Details of public policy positions advocated by the entity:

Tata Projects actively advocates through industry bodies such as CII and CFI. However, the Company has not pursued policy advocacy independently under its own name.

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.

As an EPC company, TPL operates primarily on client-owned/acquired sites; therefore, statutory Social Impact Assessments (SIA) related to land acquisition are undertaken by clients in compliance with applicable laws, including the Right to Fair Compensation and Transparency in Land Acquisition, Rehabilitation and Resettlement Act, 2013.

However, we have conducted Social Impact Assessment of our CSR projects as per OECD-DAC framework was used for evaluation of projects. A summary of the same is provided here: This study covered CSR programs implemented by TATA Projects in the focus areas of education, livelihood and water. These were implemented during FY 2020 to FY 2024 across 4 states in India in collaboration with NGOs as implementation partners. The interventions impacted lives of 14,443 individuals out of which 1,300 have been covered as sample size for this CSR impact assessment study.

WASUNDHARA Program: The program focused to address the issues related to water scarcity, promoting sustainable agriculture, and empowering rural communities.

Key findings:

85% of the respondents reported increased water levels in wells.

98% of the respondents specifically adopted sprinkler irrigation systems.

96% of the respondents initiated vegetable cultivation on their farmland post-intervention.

The SHG model has been effective for developing new enterprise.

Beneficiaries earning ₹2-3 lakh annually increased from 15% to 43%.

79% of the respondents noted enhanced water retention, aiding groundwater recharge.

83% of the respondents highlighted their effectiveness in preventing downstream flooding by slowing rainwater flow.

Rural Recovery Program: The program focused on supporting vulnerable households and adolescents in rural India through a two pronged approach of livelihood stabilisation and holistic education 2.0 component for continuity and to address the challenges posed by the COVID-19 pandemic

Key findings:

78% of the respondents were successfully linked to at least one government scheme.

77% of the beneficiaries reported that their household income had recovered after participation in the program.

Parents witnessed measurable positive changes in their children's communication, behaviour, and academic performance.

Teachers validated the effectiveness of the program by noting greater confidence and improved social emotional development among students.

Holistic Education Program Kurnool: The program aimed to improve school regularity, bring about a change in interest, boost confidence, enhance educational aspirations and reduce discontinuation of school among vulnerable adolescent girls.

Key findings:

91% of the respondents reported having access to learning materials at the Community Learning Centre (CLC).

95% of the respondents reported an improved understanding of subjects after attending the sessions.

88% of the teachers reported noticing improved academic performance among students post-intervention. performance.

89% of the teachers reported an increased interest in learning among students.

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

Not applicable as TPL has not acquired any land in FY 2026. Additonaly, As an EPC company, TPL operates primarily on client-owned/acquired sites; therefore, statutory Social Impact Assessments (SIA) related to land acquisition are undertaken by clients in compliance with applicable laws, including the Right to Fair Compensation and Transparency in Land Acquisition, Rehabilitation and Resettlement Act, 2013.

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

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

The Tata Code of Conduct includes provisions for raising concerns, encouraging whistleblowing, and protecting individuals from retaliation. The Company's Whistleblower Policy outlines various reporting channels, including the option for anonymous submissions. Investigations are conducted by a skilled team of independent investigators, supervised by the Chief Ethics Counsellor, who reports directly to the Managing Director or Audit Committee. Depending on the issue's complexity, investigations may be outsourced to reputable forensic or legal firms. The Apex Ethics Council reviews the findings and determines appropriate remediation measures, ensuring that corrective and preventive actions are taken. A defined disciplinary framework is followed to ensure consistent decision-making, while the Audit Committee provides quarterly oversight of trends related to reported concerns and investigations.

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

	FY 2025-26	FY 2024-25
Directly sourced from MSMEs/small producers	34.34%	20%
Sourced directly from within the district and neighbouring districts	96.13%	98%

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	FY 2024-25
Rural	15%	14%
Semi-urban	7%	7%
Urban	5%	12%
Metropolitant	73%	67%

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:

In FY 2025-26, the company did not undertake any CSR activities, as it was not obligated under the provisions of the Companies Act, 2013, owing to losses in preceding financial year(years). Three of TPL's subsidiaries, TPL Services, TPLuminaire and TCC Construction, contributed to a total of ₹ 42.5 lakhs towards PM CARES fund as per Schedule 7 of Companies Act as per the compliance. The Company remains committed to contributing to social and environmental causes and will resume CSR activities in future years subject to financial viability.

Some of the Voluntary initiatives undertaken by CSR function were as follows:

(I) Volunteering:

At Tata Projects, we have a unique way of building stronger connections with our communities and giving back to society through volunteering. Various volunteering activities are provided to current and retired TPL employees and their family members to give their time and skills to causes that they are passionate about.

TPL partners with different NGOs and Tata Group companies to engage its employees in various volunteering initiatives. TPL employee's activity participate in all flagship volunteering programs of the Tata Group including Tata Volunteering Week, Pro-Engage and Disaster Response. In FY 2025-26, TPL employees came together from 3 corporate offices and more than 50 project sites to contribute 5463 hours (total of column F,N,O,P from MIS) of volunteering reaching out to 3069 individuals. Volunteers planted 855 trees creating green cover in public spaces.

(II) Project Adhikar - Facilitating social security access & financial inclusion for frontline workers

Project Adhikar, aims to formally recognize workers, ensuring they have a secure identity and status in the labour market. It provides protection during illness, injury, or job loss, and promotes opportunity through access to skill development and upskilling initiatives. By fostering inclusion, it integrates unorganized sector workers into the formal economy, embodying our commitment to the well-being of frontline workers.

We conducted Adhikar camps at two project sites in Borivali and Sanand, in collaboration with Tata Power Community Development Trust. Around 4700 workers were provided awareness on Social Security Schemes and how to apply for them. Considering eligibility criteria and documents available, we successfully linked 1155 workers with PMJAY, ABHA and e-shram.

(III) Community Support Initiatives (this is to be referenced from social engagement MIS and Updapt report in case any more reports) (check and confirm with Kiran if the education kit support can also be included here. If yes, that has to be mentioned in spend and also a brief narrative.)

a. TPL's Kevadia project team supported nearby ITI training centre by providing exhaust fans for the welder trade room. This will help trainees work comfortably during their practise sessions. The team also created awareness on maintaining hygiene at public spaces and encouraged use of dustbins to keep the areas clean and garbage free.

b. 400 kV D/C Pipalkoti-Nakot Transmission Line team installed 20 solar powered streetlights in Dewalibagad Village, Chamoli (Uttarakhand) As per the request from the villagers and recommendation from the local administration This initiative will help enhance safety, and visibility, especially during evening hours.

c. On August 15, the Noida Smart Lighting Project team at Tata Projects installed the 8th Water ATM in Nithari, Sector 31, near the Government Children Special Hospital. The inauguration was attended by Dr. Lokesh M (IAS, CEO, Noida Authority), Mr. Sanjay Khatri (IAS, ACEO, Noida Authority), senior officials from Noida Authority, and Mr. Rajendra Inani (Segment Head – Water & Smart Cities), along with the project site team. The Water ATM has a capacity of 1200 litres per hour and features advanced multi-stage purification, including micron filtration and RO technology. It provides clean and safe drinking water to the local community, promoting better health and hygiene.

(IV) Disaster Response

Telangana & Andhra Pradesh State Disaster Response Meeting - Tata Projects, as the lead company for the region, hosted the State Disaster Response Meeting at Taj Krishna, Hyderabad on September 08, 2025. Over 35 participants brought in voices from 18 group companies to strengthen our collective action in disaster response.

This meeting reaffirmed our collective intent to be better prepared, better connected, and better equipped to respond when communities need us most

S. No	State	Aspirational District	Amount spent (In INR)
	NA	NA	NA

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

Yes

We do have practise of collecting information on the suppliers who belong to Affirmative Action(AA Category) and Women Entrepreneurs, we encourage them for participation in the bids, however, the selection is bidder is purely on competitive bidding basis.

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

Affirmative Action(AA Category) and Women Entrepreneurs, we encourage them for participation in the bids

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

Selection of bidder is purely on competitive bidding basis.

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:

TPL has not owned or acquired any IP based on traditional knowledge.

However, in March 2026, a patent has been granted to the patentee for an invention entitled AUTOMATIC SURFACE MODIFYING ROBOT as disclosed in the above mentioned application for the term of 20 years from the 22nd day of February 2023 in accordance with the provisions of the Patents Act,1970.This first of its kind, in house ASMR delivers significant improvements in productivity, safety, quality, and sustainability.

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

Not applicable

6 Details of beneficiaries of CSR Projects:

Not applicable

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

Essential Indicators

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

The customer feedback and complaint management process are designed to ensure that all complaints & feedbacks are addressed promptly and effectively. Based on the nature, it is directed to the appropriate department for resolution. This structured approach promotes accountability, consistency, and customer satisfaction. In FY 2026, the Overall Customer satisfaction index was 97.10%

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

Tata Projects adheres to all environmental regulations, including safe usage and disposal practices during the construction stage of its projects. However, TPL does not manufacture or sell consumer products. The declaration of such information is beyond the Company's scope, making this question not applicable.

3 Number of consumer complaints in respect of the following:

	FY 2025-26		Remarks	FY 2024-25		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	0	NA		0	NA	
Advertising	0	NA		0	NA	
Cyber-security	0	NA		0	NA	
Delivery of essential services	0	NA		0	NA	
Restrictive Trade Practices	0	NA		0	NA	
Unfair Trade Practices	0	NA		0	NA	
Other	0	NA		0	NA	

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

TPL does not manufacture or sell consumer products, therefore, does not encounter product recalls related to safety issues.

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

Tata Projects has several IT policies of which specific policies relate to data Privacy, Information Security, Cloud security, etc. The polciies are vaailable at TPL's internal hub as well as website and can be accessed here: https://tataprojects.com/policies-and-charters. Key policies can be accessed as : Information Security Policy: https://tataprojects.com/web/sites/default/files/2026-06/information-security-policy.pdf; and Policy for Acceptable Use: https://tataprojects.com/web/sites/default/files/2026-06/acceptable-usage-policy.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.

Not Applicable

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 customer

0

c. Impact, if any, of the data breaches

0

Leadership Indicators

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

LinkedIn | Instagram | YouTube | Facebook | X

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

Tata Projects Ltd does not operate in the B2C space. Instead, its projects are executed according to specific client requirements across industrial and infrastructure sectors. The Company regularly engages with its clients to provide insights on its services, innovations, and the latest technologies and techniques being implemented or proposed.

This approach aims to enhance project quality, efficiency, and overall impact, aligning with client specifications and industry standards.

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

The Company does not directly provide essential services. However, during project execution and machinery transportation, the Company informs clients and relevant authorities in advance. Notifications are sent through transmittal letters, and permissions are requested for road closures, traffic diversions, or utility supply isolation.

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

Not Applicable

Tata Projects does not manufacture or sell products which are covered under such laws.

Tata Projects conducts Customer Satisfaction Survey.