

ANNEXURE D TO THE BOARD'S REPORT

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

SECTION A: GENERAL DISCLOSURES

I. DETAILS OF THE ENTITY

1. **Corporate Identity Number (CIN) of the Listed Entity** : L67200MH1937PLC002622
2. **Name of the Listed Entity** : Tata Investment Corporation Limited
3. **Year of incorporation** : 1937
4. **Registered office address** : Elphinstone Building, 10 Veer Nariman Road, Mumbai - 400 001
5. **Corporate address** : Elphinstone Building, 10 Veer Nariman Road, Mumbai - 400 001
6. **E-mail** : ticl@tata.com
7. **Telephone** : 022-66658282
022-66657917 (Fax)
8. **Website** : www.tatainvestment.com
9. **Financial year for which reporting is being done** : FY 2024-25
10. **Name of the Stock Exchange(s) where shares are listed** : BSE Limited and National Stock Exchange of India Limited
11. **Paid-up Capital** : ₹ 5,059.53 lacs
12. **Details of the person who may be contacted in case of any queries on the BRSR report** : Mr. Jamshed Patel
: Company Secretary & Chief Compliance Officer
: 022-66658282
: jamshed.patel@tata.com
13. **Reporting boundary – Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together)** : The disclosure is on a standalone basis
14. **Name of assurance provider** : RSM Astute Consulting Private Limited
15. **Type of assurance obtained** : Reasonable Assurance for Core KPIs

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.	The Company is a Middle-Layer Non-Deposit taking NBFC registered with Reserve Bank of India under 'Investment and Credit Company' category.	The Company operates primarily as a long-term Investment Company with investments in quoted and unquoted securities.	The Company's primary sources of income consists of dividends, interest, income from derivatives and gains on sale of long-term investments, which constitutes 100% of the Company's income.

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

S. No.	Product/Service	NIC Code	% of total Turnover contributed
1.	Same as question 16	6430	Same as question 16

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	Nil	1	1
International	Nil	Nil	Nil

The Company operates from one location which is its Registered Office situated in Mumbai, India.

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

Locations	Number
National (No. of States)	Nil*
International (No. of Countries)	Nil

* The Company is a non-banking financial company, primarily involved in investing in long-term investments such as equity shares and equity-related securities. It does not have any customer interface.

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

Not applicable.

c. A brief on types of customers:

The Company is a non-banking financial company, primarily involved in investing in long-term investments such as equity shares and equity-related securities. It does not have any customer interface.

IV. EMPLOYEES

20. Details as at the end of the Financial Year:

a. Employees and Workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C / A)
EMPLOYEES						
1.	Permanent (D)	24	19	79.17	5	20.83
2.	Other than Permanent (E)	-	-	-	-	-
3.	Total Employees (D+E)	24	19	79.17	5	20.83
WORKERS						
4.	Permanent (F)	-	-	-	-	-
5.	Other than Permanent (G)	-	-	-	-	-
6.	Total Workers (F+G)	-	-	-	-	-

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)	-	-	-	-	-
2.	Other than Permanent (E)	-	-	-	-	-
3.	Total Employees (D+E)	-	-	-	-	-
DIFFERENTLY-ABLED WORKERS						
4.	Permanent (F)	-	-	-	-	-
5.	Other than Permanent (G)	-	-	-	-	-
6.	Total Workers (F+G)	-	-	-	-	-

21. Participation/Inclusion/Representation of Women:

	Total (A)	No. and percentage of Females	
		No. (B)	% (B/A)
Board of Directors	9	1	11.11
Key Management Personnel*	3	-	-

*Mr. A. N. Dalal (Managing Director), Mr Manoj Gupta (Chief Financial Officer) and Mr Jamshed Patel (Company Secretary & Chief Compliance Officer) are the Key Management Personnel of the Company.

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

	FY 2024-25			FY 2023-24			FY 2022-23		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	4.26%	4.26%	8.51%	4.17%	-	4.17%	4.76%	9.52%	14.28%
Permanent Workers	-	-	-	-	-	-	-	-	-

V. HOLDING, SUBSIDIARY AND ASSOCIATE COMPANIES (INCLUDING JOINT VENTURES)**23. (a) Names of Holding / Subsidiary / Associate / Joint Venture:**

S. No.	Name of the Holding / Subsidiary / Associate / Joint Venture (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.	Simto Investment Company Ltd.	Subsidiary	100.00	No
2.	Tata Asset Management Private Ltd.	Associate	32.09	No
3.	Tata Trustee Company Private Ltd.	Associate	50.00	No
4.	Amalgamated Plantations Private Ltd.	Associate	24.61	No

VI. CSR DETAILS**24. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: Yes****(ii) Turnover (in ₹): 47,613.49 lacs*****(iii) Net worth (in ₹): 30,78,976.58 lacs****Average of previous 3 fiscal years.***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:**

During FY 2024-25, there was no case of violation of Tata Code of Conduct and no case was reported under the Company's Whistle Blower Policy, Anti Bribery and Anti-Corruption Policy.

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2024-25 Current Financial Year			FY 2023-24 Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes; Tata Code of Conduct (TCoC)	-	-	-	-	-	-
Investors (other than shareholders)	Yes; https://tatainvestment.com/contact/	-	-	-	-	-	-
Shareholders	Yes; https://tatainvestment.com/contact/	6	-	Resolved	5	-	Resolved
Employees and Workers	Yes; Whistleblower Policy	-	-	-	-	-	-
Customers	Not applicable*	-	-	-	-	-	-
Value Chain Partners	Yes; Tata Code of Conduct (TCoC)	-	-	-	-	-	-
Other (please specify)	Yes; https://tatainvestment.com/contact/	-	-	-	-	-	-

Note: *The Company does not have any customer interface.

The Tata Code of Conduct is available at: <https://www.tata.com/content/dam/tata/pdf/Tata%20Code%20Of%20Conduct.pdf>

The Company's Whistleblower Policy is available at: <https://tatainvestment.com/wp-content/uploads/2024/08/TICL-Vigil-Mechanism-and-Whistleblower-Policy-20240731.pdf>

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

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

The most relevant material issues identified for the Company are:

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.	Corporate Governance and Ethics	Risk	<ul style="list-style-type: none"> The Company's stakeholders seek accountability for compliant, ethical and transparent business conduct. Safety and security of critical and confidential data. 	<ul style="list-style-type: none"> Conducting regular refresher sessions on the Code of Conduct, Ethics and IT training for employees to ensure data security. 	Financial implications will be negative as poor corporate governance or unethical practices lead to loss of confidence of stakeholders, including investors and customers.
2.	Talent Management	Opportunity	<ul style="list-style-type: none"> A good talent pool will help the Company develop leadership capabilities among all its employees and ensure continuity of business. 	<ul style="list-style-type: none"> The Company arranges for and encourages its employees to undertake functional and soft-skill training programs. 	Good talent management will have positive financial implications as it will give a competitive edge to the Company and ensure continuity of business.
3.	Sustainable Investing	Opportunity	<ul style="list-style-type: none"> The global trend of investment is now inclined towards sustainable portfolios. Companies with good ESG / Sustainability performance are shown to be delivering better returns over the long term. 	<ul style="list-style-type: none"> The Company seeks to invest in companies which demonstrate good ESG practices. 	The financial implications will be positive. If the Company invests in companies that have good ESG performance, it is likely that the risk adjusted returns will be improved.

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and Management Processes									
1. a. Whether your entity's policy / policies cover each principle and its core elements of the NGRBCs. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c. Web Link of the Policies, if available	<ul style="list-style-type: none"> • Appointment of Independent Directors • Code of Corporate Disclosure Practices • Directors' Fit and Proper Criteria Policy • Guidelines on Corporate Governance • Human Resource Policy • Memorandum and Articles of Association • Policy on Anti-Bribery and Anti-Corruption • Policy on Anti-Money Laundering • Policy on Appointment of Statutory Auditors • Policy on Corporate Social Responsibility • Policy on Prevention of Sexual Harassment of Women at Workplace • Policy on Sustainability • Remuneration Policy for Directors, Key Managerial Personnel and Senior Management • Vigil Mechanism and Whistleblower Policy <p>All mandatory policies are available on the website of the Company at: https://tatainvestment.com/investor-information/</p> <p>Additionally, the Tata Code of Conduct (TCoC) is available at: https://www.tata.com/content/dam/tata/pdf/Tata%20Code%20Of%20Conduct.pdf</p>								

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes / No)	The policies have been communicated to all the internal stakeholders. Tata Code of Conduct has been communicated to other external stakeholders based on their relevance.								
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.	No	No	No	No	No	No	No	No	No
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	The Company has developed detailed action plans and goals for each of the material issues aligned with the NGRBC principles, which are detailed under the relevant principle in section C of this Report.								
6. Performance of the entity against the specific commitments, goals, and targets along-with reasons in case the same are not met.	Detailed under the relevant principles in section C of this Report.								
Governance, Leadership and Oversight									

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9									
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)	The Company is deeply committed to achieving ESG-related objectives and continues to prioritize related agenda over the near and medium term. The Company’s focus on ESG parameters is best reflected through values that are imbibed in all spheres of activity of the Company. The Company has adopted the Tata Code of Conduct which guides its interactions with all key stakeholders including employees, vendors, communities, investors, environment & society at large. Corporate Social Responsibility is an integral part of the Company’s culture. One of the key features of CSR projects is focus on participatory and collaborative approach with the communities.																	
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Managing Director																	
9. Does the entity have a specified Committee of the Board/Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	Yes; Corporate Social Responsibility Committee Details on: https://tatainvestment.com/committees-of-the-board/ The CSR Policy of the Company is available at: https://tatainvestment.com/wp-content/uploads/2024/12/TICL-CSR-Policy-20241031.pdf																	
10. Details of Review of NGRBCs by the Company:																		
Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board / any other Committee									Frequency (Annually / Half yearly / Quarterly / any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	As a practice, policies on business responsibility of the Company are reviewed periodically or on a need basis by the Senior Leadership Team. During this assessment, the efficacy of the policy is reviewed and necessary changes to policy & procedures are implemented.																	

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	All compliance requirements with respect to the NGRBC principles have been fulfilled.								
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.	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
	During FY 2024-25, the Company has not carried out any independent assessment/evaluation of the working of its policies by an external agency.								
12. If answer to question (1) above is "No" i.e. not all Principles are covered by a policy, reasons to be stated:	All Principles are covered by the various policies adopted by the Company.								
The entity does not consider the Principles material to its business (Yes/No)									
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or/human and technical resources available for the task (Yes/No)									
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									

SECTION C: PRINCIPLE-WISE PERFORMANCE DISCLOSURE

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

PRINCIPLE 1: BUSINESSES SHOULD CONDUCT AND GOVERN THEMSELVES WITH INTEGRITY, AND IN A MANNER THAT IS ETHICAL, TRANSPARENT AND ACCOUNTABLE ESSENTIAL INDICATORS

ESSENTIAL INDICATORS

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

Segment	Total number of training and awareness programmes held	Topics/ principles covered under the training and its impact	% of persons in respective category covered by the awareness programmes
Board of Directors	During the year, the Board of Directors of the Company invested their time on various updates pertaining to the business, industry, regulations etc.		100%
Key Managerial Personnel	3	<ul style="list-style-type: none"> Tata Code of Conduct Anti-money Laundering Anti-bribery and Anti-Corruption Whistle Blower Prevention of Sexual Harassment at the Workplace 	100%
Employees other than BoD and KMPs	21		67%
Workers	Not applicable	Not applicable	Not applicable

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):**

Not applicable – as no fines or penalties have been imposed during the reporting period.

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

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

S. No.	Case Details	Name of the regulatory/enforcement agencies/judicial institutions
1.	Not applicable	

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

Yes, The Company has an Anti-bribery and Anti-corruption Policy. The Policy has been developed in alignment of Tata Code of Conduct and group guidelines.

Web-link - <https://tatainvestment.com/wp-content/uploads/2023/10/TICL-Anti-Bribery-and-Anti-Corruption-Policy-20230804-F.pdf>

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

No disciplinary action was taken by any law enforcement agency on any Director, KMP or employee during the financial years 2024-25 and 2023-24.

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

	FY 2024-25 Current Financial Year		FY 2023-24 Previous Financial Year	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	-	Not applicable	-	Not applicable
Numbers of Complaints received in relation to issues of Conflict of Interest of the KMPs	-	Not applicable	-	Not applicable

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

Not applicable.

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

	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
Number of days of accounts payables	Not applicable	Not applicable

Note: The Company is an Investment Company and does not have any cost of goods/service.

9. Open-ness of business:

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

Parameter	Metrics	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
Concentration of Purchases	a. Purchase from trading houses as % of total purchases	Not applicable	
	b. Number of trading houses where purchases are made from		
	c. Purchases from top 10 trading houses as % of total purchases from trading houses		
Concentration of Sales	a. Sales to dealers/distributors as % of total sales	Not applicable	
	b. Number of dealers/distributors to whom sales are made		
	c. Sales to top 10 dealers/distributors as % of total sales to dealers/distributors		
Share of RPTs in	a. Purchases (purchases with related parties/Total Purchases)	Refer Note No. 15 of Notes to Accounts of Standalone Financial Statement.	
	b. Sales (Sales to related parties/Total Sales)		
	c. Loans and advances (Loans and advances given to related parties/Total loans and advances)		
	d. Investments (Investments in related parties/Total Investments made)		

LEADERSHIP INDICATORS

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

Total Number of awareness programs held	Topics/principles covered under the training	% of value chain partners covered (by the value of business done with such partners) under the awareness programs
Not applicable since the Company is an Investment Company.		

2. Does the entity have processes in place to avoid/manage conflict of interests involving members of the Board? If Yes, provide details of the same.

Yes, every Director of the Company discloses his / her concern or interest in the Company or companies or bodies corporate, firms, or other association of individuals and any change therein, annually or upon any change, which includes shareholding. Further, a declaration is also taken annually from the Directors under the Code of Conduct confirming that they will always act in the interest of the Company and ensure that any other business or personal association which they may have, does not involve any conflict of interest with the operations of the Company and the role therein. In the meetings of the Board, the Directors abstain from participating in the items in which they are concerned or interested. For identifying and tracking conflicts of interest involving the Directors / KMPs of the Company, the Secretarial team maintains a database of the Directors / KMPs and the entities in which they are interested. This list is shared with the Finance & Accounts team for monitoring and tracking transaction(s) entered by the Company with such parties. Additionally, the Senior Management also affirms annually that they have not entered into a material, financial and commercial transactions, which may have a potential conflict with the interest of the Company at large.

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 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year	Details of improvements in environmental and social impacts
R&D	Not applicable		
Capex			

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

Not applicable.

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

Not applicable.

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

Not applicable. The Company is engaged only in investment activities as a Non-Banking Financial Company and does not have any goods, raw materials, and hazardous waste utilization as a part of its products and services. However, the Company is also cognizant of its role in supporting environmental sustainability. As part of the above initiative, the Company sources its office stationery which confirms with FSC certification and gradually increasing the LED power saving equipment.

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

No.

LEADERSHIP INDICATORS

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

NIC Code	Name of Product / Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective/ assessment was conducted	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	If results communicated in public domain, provide the web-link.
Not applicable						

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

Name of Product/Service	Description of the risk/concern	Action Taken
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).

Indicate Input Material	Recycled or re-used input material to total material	
	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
Not applicable		

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

	FY 2024-25 Current Financial Year			FY 2023-24 Previous Financial Year		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	-	0.010	-	-	0.010	-
E-waste	-	0.150	0.150	-	0.003	0.003
Hazardous Waste	-	-	-	-	-	-
Other Waste	-	0.010	-	-	0.010	-

Note: The Company is committed to responsible waste management and takes measures to dispose of plastics, e-waste, and other waste in an environmentally sustainable manner. E-Waste is disposed off responsibly by the Company through an authorized e-waste management vendor. Further, e-waste generated by the Company is event based.

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

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
Not applicable	

PRINCIPLE 3: BUSINESSES SHOULD RESPECT AND PROMOTE THE WELL-BEING OF ALL EMPLOYEES, INCLUDING THOSE IN THEIR VALUE CHAINS

ESSENTIAL INDICATORS

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

Category	% of Employees covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
PERMANENT EMPLOYEES											
Male	19	19	100.00	-	-	-	-	19	100.00	-	-
Female	5	5	100.00	-	-	5	100.00	-	-	-	-
Total	24	24	100.00	-	-	5	100.00	19	100.00	-	-
OTHER THAN PERMANENT EMPLOYEES											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-	-

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

Category	% of Workers covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		Number (B)	% (B/A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
PERMANENT WORKERS											
Male	The Company does not employ workers.										
Female											
Total											
OTHER THAN PERMANENT WORKERS											
Male	The Company does not employ temporary workers.										
Female											
Total											

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

	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
Cost incurred on well-being measures as a % of Total Revenue of the Company	0.04%	0.06%

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

Benefits	FY 2024-25 Current Financial Year			FY 2023-24 Previous Financial Year		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/NA)	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/NA)
PF	100.00	Not applicable	Y	100.00	Not applicable	Y
Gratuity	100.00	Not applicable	Y	100.00	Not applicable	Y
ESI	-	Not applicable	NA	-	Not applicable	NA
Superannuation Fund / NPS	75.00	Not applicable	Y	65.00	Not applicable	Y

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

Yes, the office is accessible to differently abled employees.

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

Yes. The Human Resources Policy of the Company as well as the Tata Code of Conduct serves as a comprehensive guide to ensure fairness and prevent discrimination in the workplace. It prohibits any form of discrimination based on race, gender, religion, age, disability, origin, or other similar factors. The policy underscores the Company's commitment to creating an equitable and respectful environment for all individuals.

Web-Link – Tata Code of Conduct is available at:

<https://www.tata.com/content/dam/tata/pdf/Tata%20Code%20Of%20Conduct.pdf>

Web-Link – Human Resources Policy is available at:

<https://tatainvestment.com/wp-content/uploads/2024/04/TICL-Human-Recource-Policy-WEB-VER-2023.pdf>

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	No such instances reported		Not applicable	
Female				
Total				

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

	Yes/No If Yes, then give details of the mechanism in brief
Permanent workers	The Company does not employ Workers.
Other than permanent workers	
Permanent employees	Yes, the Company has established a Vigil Mechanism and Whistleblower Policy that outlines the procedures for reporting any concerns or issues. The policy provides clear guidance on how employees can raise complaints confidentially and without fear of retaliation. It is designed to ensure that any potential misconduct or violations are reported and addressed promptly, while protecting the rights and safety of the whistleblower/complainant(s). Further, the Company follows an "open-door" approach wherein any employee can contact Senior Leadership freely.
Other than permanent employees	

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

Category	FY 2024-25 Current Financial Year			FY 2023-24 Previous Financial Year		
	Total employees/ workers in respective category (A)	No. of employees/ workers in respective categories, who are part of association(s) or Union (B)	% (B/A)	Total employees/ workers in respective category (C)	No. of employees/ workers in respective categories, who are part of association(s) or Union (D)	% (D/C)
Total Permanent Employees	24	-	-	23	-	-
Male	19	-	-	19	-	-
Female	5	-	-	4	-	-
Total Permanent Workers	-	-	-	-	-	-
Male	The Company does not employ Workers.					
Female						

8. Details of training given to employees and workers:

Category	FY 2024-25 Current Financial Year					FY 2023-24 Previous Financial Year				
	Total (A)	On health and safety measures		On skill upgradation		Total (D)	On health and safety measures		On skill upgradation	
		Number (B)	% (B/A)	Number (C)	% (C/A)		Number (E)	% (E/D)	Number (F)	% (F/D)
EMPLOYEES										
Male	19	8	42.11	9	47.37	19	16	84.21	12	63.16
Female	5	1	20.00	1	20.00	4	4	100.00	4	100.00
Total	24	9	37.50	10	41.67	23	20	86.96	16	69.57
WORKERS										
Male	The Company does not employ Workers.									
Female										
Total										

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

Category	FY 2024-25 Current Financial Year			FY 2023-24 Previous Financial Year		
	Total (A)	Number (B)	% (B/A)	Total (C)	Number (D)	% (C/D)
EMPLOYEES						
Male	19	19	100.00	19	19	100.00
Female	5	5	100.00	4	4	100.00
Total	24	24	100.00	23	23	100.00
WORKERS						
Male	The Company does not employ Workers.					
Female						
Total						

10. Health and Safety Management System:

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

The Company adheres to the Tata Code of Conduct, which provides guidance on healthy working conditions for its employees. Due to the nature of the operations of the Company, there are no critical occupational health and safety risks.

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

Due to the nature of the work, there are no critical occupational health and safety risks.

- c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Yes/No)**

As an Investment Company, Tata Investment Corporation Limited does not employ workers (either permanent or temporary). However, the Company encourages all stakeholders to track and reduce any potential work-related hazards. The Company ensures that all necessary actions are taken to mitigate the risks and provide a safe work environment.

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

Yes, the Company is committed to the health and wellbeing of its employees and provides access to comprehensive medical and healthcare services, including Mediclaim Insurance, Group Personal Accident Policy, and Group Term Insurance Policy. This ensures that employees have access to necessary healthcare services, not only in the workplace but also outside of work.

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

Safety Incident/Number	Category*	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	-	-
	Workers	Not applicable	Not applicable
Total recordable work-related injuries	Employees	-	-
	Workers	Not applicable	Not applicable
No. of fatalities	Employees	-	-
	Workers	Not applicable	Not applicable
High consequence work-related injury or ill health (excluding fatalities)	Employees	-	-
	Workers	Not applicable	Not applicable

*Including in the contract workforce

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

The Company has identified health and safety of its employees as one of its focus areas during ESG strategy development. The following steps are taken to enhance the health and safety of employees.

Health & Well Being	Safety
<ul style="list-style-type: none"> Ensure regular health check-ups Conduct awareness sessions Explore provisions of improved access to health and emergency services Provide employee assistance program 	<ul style="list-style-type: none"> Provision of regular safety training including mock drills Build a culture of safety and introduce best practices

The Company has also identified the KPIs and targets for Health and Safety, as shown below:

Aspect	KPIs	FY 2024-25	Target
Safety	Employees covered by Safety training (%)	Yes	100.00
	LTIFR	Not Available	-
	Fatalities	-	-
Health	Employees provided with health coverage (%)	100.00	100.00

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

Assessment Type	FY 2024-25 Current Financial Year			FY 2023-24 Previous Financial Year		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	-	-	None	-	-	None
Health & Safety	-	-	None	-	-	None

14. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	100%; Company operates from one location in Mumbai
Working Conditions	100%; Company operates from one location in Mumbai

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

There were no safety related incidents or significant risks / concerns related to health and safety.

LEADERSHIP INDICATORS**1. Does the entity extend any life insurance or any compensatory package in the event of death of (a) Employees (Yes / No) (b) Workers (Yes / No):**

Yes. All employees are covered under the Group Term Life Insurance Policy. The Company does not employ any Workers.

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

The Company monitors and tracks the compliance related to statutory dues by contractors supplying third party resources. Periodic audits are also conducted to ensure compliance.

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

Category	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2024-25	FY 2023-24	FY 2024-25	FY 2023-24
Working Conditions	-	-	-	-
Health & Safety	-	-	-	-

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

Yes.

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	Not applicable
Working Conditions	Not applicable

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

Not applicable.

PRINCIPLE 4: BUSINESSES SHOULD RESPECT THE INTERESTS OF AND BE RESPONSIVE TO ALL ITS STAKEHOLDERS

ESSENTIAL INDICATORS

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

The key stakeholders of the Company were identified and prioritized during the materiality exercise conducted with facilitation from Tata Sustainability Group.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes / No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually / Half yearly / Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees	No	Emails / Meetings	Ongoing	-
Shareholders and Investors	No	General Meetings / Communications to Stock Exchanges / Financial Disclosures in Print Media	Quarterly / Annually	-
Communities	No	Emails / Meetings	Ongoing	-
Tata Group	No	Emails / Meetings	Ongoing	-
Companies in TICI's investment portfolio	No	Emails	Annual	-

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 feedback from such consultations is provided to the Board.

The Company has always maintained constant and proactive engagement with key stakeholders enabling the Company to better communicate its strategies and performance. Continuous engagement helps align expectations, thereby enabling the Company to better serve its stakeholders. The Board of Directors is kept abreast of various developments and feedback on the same is sought from the Directors.

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, through materiality assessment, the Company engages with various stakeholders in terms of identifying and prioritizing the issues pertaining to economic, environmental, and social topics.

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

The Company is committed to contributing to the improvement in the quality of life of individuals and empowerment of institutions which serve the community. The Company aims to involve itself in projects and programmes, with due consideration to the environment and existing conditions. The following are focus areas of the Company's Corporate Social Responsibility (CSR) initiatives:

- i. Healthcare
- ii. Promotion of Education
- iii. Animal Welfare
- iv. Education and Promotion of Livelihood Enhancement Activities
- v. Environmental Sustainability
- vi. Promotion of Arts & Culture
- vii. Promotion of facilities for Senior Citizens
- viii. Disaster management, including relief, rehabilitation and reconstruction activities

In addition, the Company responds to any disasters, depending upon where they occur and its ability to respond meaningfully with Tata Community Initiatives Trust. The CSR programmes or projects or activities of the Company are delivered directly or through trusts or societies, NGO(s), Implementation Agencies or other entities. Whilst all communities benefit from the Company's CSR activities, it concentrates on providing aid to vulnerable and marginalized groups.

PRINCIPLE 5: BUSINESSES SHOULD RESPECT AND PROMOTE HUMAN RIGHTS

ESSENTIAL INDICATORS

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

Category	FY 2024-25 Current Financial Year			FY 2023-24 Previous Financial Year		
	Total (A)	No. of employees/ workers covered (B)	% (B/A)	Total (C)	No. of employees/ workers covered (B)	% (C/D)
EMPLOYEES						
Male	19	-	-	19	-	-
Female	5	-	-	4	-	-
Total	24	-	-	23	-	-
WORKERS						
Male	The Company does not employ Workers.					
Female						
Total						

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

Category	FY 2024-25 Current Financial Year					FY 2023-24 Previous Financial Year				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		Number (B)	% (B / A)	Number (C)	% (C / A)		Number (E)	% (E / D)	Number (F)	% (F / D)
PERMANENT EMPLOYEES										
Male	19	-	-	19	100.00	19	-	-	19	100.00
Female	5	-	-	5	100.00	4	-	-	4	100.00
OTHER THAN PERMANENT EMPLOYEES										
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-
PERMANENT WORKERS										
Male	The Company does not employ other than permanent workers.									
Female										
OTHER THAN PERMANENT WORKERS										
Male	The Company does not employ other than permanent workers.									
Female										

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)	9	₹ 41.20 lacs	1	₹ 14.40 lacs
Key Managerial Personnel	3	₹ 77.15 lacs	-	-
Employees other than BoD and KMP	21	₹ 16.25 lacs	5	₹ 17.16 lacs
Workers	-	-	-	-

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

	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
Gross salary paid to females as % of Total Salary	6.70%	10.73%

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.

Human Rights is one of the core values of the Company. The Company is committed to maintaining a safe and harmonious business environment and workplace for everyone, irrespective of ethnicity, region, sexual orientation, race, caste, gender, religion, disability, work, designation, and such other parameters.

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

Complaint Type	FY 2024-25 Current Financial Year			FY 2023-24 Previous Financial Year		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	-	-	-	-	-	-
Discrimination at workplace	-	-	-	-	-	-
Child Labour	-	-	-	-	-	-
Forced Labour/ Involuntary Labour	-	-	-	-	-	-
Wages	-	-	-	-	-	-
Other human rights related issues	-	-	-	-	-	-

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

Complaint Type	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	-	-
Complaints on POSH as a % of female employees/workers	-	-
Complaints on POSH upheld	-	-

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

The Company has a POSH Committee as well as an Internal Committee and Whistle Blower Policy to prevent adverse consequences to the complainant in discrimination and harassment cases. Further, the Company is guided by the Tata Code of Conduct.

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

Yes, the coverage is as part of Tata Code of Conduct clauses.

10. Assessments for the year:

Complaint Type	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child Labour	The Company is in compliance with the laws and regulations, as applicable.
Forced/Involuntary Labour	
Sexual Harassment	
Discrimination at Workplace	
Wages	
Others – please specify	

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

Not applicable.

LEADERSHIP INDICATORS

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

None, due to Nil grievance.

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

None.

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, the office is accessible to differently abled persons.

4. Details on assessment of value chain partners:

Complaint Type	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child Labour	The Company is in compliance with the laws and regulations, as applicable.
Forced/Involuntary Labour	
Sexual Harassment	
Discrimination at Workplace	
Wages	
Others – please specify	

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

None.

PRINCIPLE 6: BUSINESSES SHOULD RESPECT AND MAKE EFFORTS TO PROTECT AND RESTORE THE ENVIRONMENT
ESSENTIAL INDICATORS

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

Parameter	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
Total electricity consumption (A)	44.91 MWh	41.16 MWh
Total fuel consumption (B)	Not applicable	Not applicable
Energy consumption through other sources (C)	Not applicable	Not applicable
Total Energy Consumed (A+B+C)	44.91 MWh	41.16 MWh

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? (Yes/No) 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 usage.

The Company's usage of water is primarily restricted to employees' consumption purposes and amenities only – during the year, the Company consumed 268.22 KL of water.

Parameter	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
Total water withdrawal (in kilolitres)	268.22	293.18
Total water consumption (in kilolitres)	268.22	293.18
Water intensity per Rupee of Turnover	Negligible	Negligible
Water intensity per Rupee of Turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption/Revenue from operations adjusted for PPP)	Negligible	Negligible

4. Provide the following details related to water discharged.

Parameter	Treatment	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
Water discharge by destination and level of treatment (in kilolitres)			
Total water discharged (in kilolitres)	-	Not applicable	Not applicable

Note: Refer point 3 above.

5. Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation. Mechanism implemented? (Yes/No)

Not applicable.

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

Parameter	Please specify unit	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
NOx	The Company takes environmental stewardship seriously and is committed to minimizing its impact on the environment. As an Investment Company, direct air emissions are very limited. However, the Company recognizes the indirect emissions associated with its investments and is working closely with its portfolio companies to encourage sustainable practices and to reduce their environmental footprint.		
SOx			
Particulate Matter (PM)			
Persistent Organic Pollutants (POP)			
Volatile Organic Compounds (VOC)			
Hazardous Air Pollutants (HAP)			
Others – please specify			

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

Parameter	Unit	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	MTCO ₂ e	NIL	NIL
		The Company has negligible direct emissions. The Company understands the need to monitor indirect emissions through investments in investee companies and to take appropriate actions.	
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	MTCO ₂ e	34.04	37.91
Total Scope 1 and Scope 2 emissions per Rupee of Turnover	MTCO ₂ e/INR	Negligible	Negligible
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	-	Not applicable	Not applicable
Total Scope 1 and Scope 2 emission intensity per Rupee of Turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 & 2 GHG emissions/ Revenue from operations adjusted for PPP)	-	Negligible	Negligible

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

To offset its Carbon Liabilities for FY2024-25, the Company has retired 36 Verified Emission Reductions (VER) using the Gold Standard Certification Program through the 400 MW Solar Power Project at Bhadla, Rajasthan, India. Electricity at the power project is generated using renewable solar energy. Further, the project reduces anthropogenic emissions of greenhouse gases estimated 694,471 MTCO₂e per annum, thereby displacing 732,874 MWh/year amount of electricity with renewable energy. The generated electricity is exported to the regional grid system, which in turn diversifies the mix of thermal/fossil-fuel based power plants connected to national grid.

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

Parameter	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
Total Waste generated (in MT)		
Plastic waste (A)	0.010	0.010
E-waste (B)	0.150	0.003
Bio-medical waste (C)	Not applicable	Not applicable
Construction and demolition waste (D)	Not applicable	Not applicable
Battery waste (E)	Not applicable	Not applicable
Radioactive waste (F)	Not applicable	Not applicable
Other Hazardous waste. Please specify, if any. (G)	Not applicable	Not applicable
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	0.010 (Paper & Cardboard)	0.010 (Paper & Cardboard)
Total (A+B+C+D+E+F+G+H)	0.170	0.023
Waste intensity per Rupee of Turnover (Total waste generated/Revenue from operations)	Negligible	Negligible
Waste intensity per Rupee of Turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated/Revenue from operations adjusted for PPP)	Negligible	Negligible
Waste intensity in terms of physical output	Negligible	Negligible
Waste intensity (optional) – the relevant metric may be selected by the entity	Not applicable	Not applicable
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in MT)		
Category of waste		
(i) Recycled	0.170	0.023
(ii) Re-used	Not available	Not available
(iii) Other recovery operations	Not available	Not available
Total	0.170	0.023
For each category of waste generated, total waste disposed by nature of disposal method (in MT)		
Category of waste		
(i) Incineration	Not applicable	Not applicable
(ii) Landfilling	Not applicable	Not applicable
(iii) Other disposal operations	Not applicable	Not applicable
Total	Not applicable	Not applicable
Note: E-Waste is disposed off responsibly by the Company through an authorized e-waste management vendor. Further, e-waste generated by the Company is event based.		

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 waste.

Not applicable – the Company neither uses hazardous and toxic chemicals nor generates such chemicals during its operations.

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

S. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Yes/No) If no, the reasons thereof and corrective action taken, if any.
Not applicable			

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

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No)	Relevant Web link
Not applicable					

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 (Yes/No). If not, provide details of all such non-compliances:

Yes.

LEADERSHIP INDICATORS

1. Water withdrawal, consumption and discharge in areas of water stress (in kilolitres): For each facility/plant located in areas of water stress, provide the following information: (i) Name of the area, (ii) Nature of operations, (iii) Water withdrawal, consumption and discharge in the following format:

Parameter	Treatment	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
Water discharge by destination and level of treatment (in kilolitres)			
Total water discharged (in kilolitres)	-	-	-

Note: The Company's usage of water is primarily restricted to employees' consumption purposes only.

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

Parameter	Unit	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	MTCO ₂ e	Scope 3 Direct - Investment: 780 MTCO ₂ e Additionally, 16 MTCO ₂ e is generated from employee commute and business travel relating to the Company's operations.	Scope 3 Direct - Investment: 720 MTCO ₂ e Additionally, 13 MTCO ₂ e is generated from employee commute and business travel relating to Company's operations.
Total Scope 3 emissions per Rupee of Turnover	MTCO ₂ e/ INR	Negligible	Negligible
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity	-	Not available	Not available

Note: Only quoted investments are considered for calculating Scope 3 emissions from investments and investment property. Investment emissions calculated are as per estimated data available on Bloomberg. The Company monitors its major investments for its Net-Zero targets.

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

Not applicable.

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

Not applicable.

S. No.	Initiative undertaken	Details of the initiative (web-link, if any, may be provided along-with summary)	Outcome of the initiative
1.	Waste recycling (including e-waste)	Waste including, plastic, metal, paper and e-waste sent for recycling.	Zero waste to the landfills.

5. Does the entity have a business continuity and disaster management plan? Provide web link.

Yes, the Company has a Business Continuity Policy including Disaster Recovery Plan. However, the Policy is not hosted on the Company's website.

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.

No such incident has occurred.

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

Not applicable.

8. How many Green Credits have been generated or procured:**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

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

Two.

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

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1.	Bombay Chambers of Commerce & Industry	National
2.	IMC Chamber of Commerce and Industry	

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

Name of Authority	Brief of the case	Corrective action taken
None		

LEADERSHIP INDICATORS

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

The Company makes representations through industry bodies. The Company's representatives participate in various discussions including advocacy pursued by such industry bodies. The advocacy of such bodies is a collective effort to communicate with key stakeholders from the viewpoint of industry.

PRINCIPLE 8: BUSINESSES SHOULD PROMOTE INCLUSIVE GROWTH AND EQUITABLE DEVELOPMENT

ESSENTIAL INDICATORS

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

Name and brief details of project	SIA Notification	Date of Notification	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No)	Relevant Web-link
Not applicable					

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

Name of the project for which R&R is ongoing	State	District	No. of project affected families (PAFs)	% PAFs covered by R&R	Amount paid to the PAFs in the FY (₹)
Not applicable					

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

The Company is committed to contributing to the improvement in the quality of life of individuals and empowerment of institutions which serve the community. The Tata Code of Conduct and related policies are available to the public on the Company's website.

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

Parameter	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
Directly sourced from MSMEs/small producers	Not applicable	Not applicable
Directly from within India	Not applicable	Not applicable

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:

Parameter	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
Rural	-	-
Semi-urban	-	-
Urban	-	-
Metropolitan	100.00%	100.00%
<i>Place to be categorized as per RBI Classification System - Rural / Semi-urban / Urban / Metropolitan</i>		

Note: The Company operates from one office located in Mumbai and hence all employees reside in Greater Mumbai Metropolitan area.

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

Details of negative social impact identified	Corrective action taken
Not applicable	

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

State	Aspirational District	Amount Spent (INR)
Odisha	Koraput	20.00 lacs
Kerala	Wayanad	10.00 lacs
Maharashtra	Gadchiroli	25.00 lacs

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

No – procurement is done based on competitiveness. However, the Company encourages promotion of marginalized and vulnerable groups.

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

Not applicable.

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

Not applicable.

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

S. No.	Intellectual Property based on traditional knowledge	Owned/Acquired (Yes/No)	Benefit shared (Yes/No)	Basis of calculating benefit share
Not applicable				

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

Name of Authority	Brief of the case	Corrective action taken
None		

6. Details of beneficiaries of CSR Projects:

CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from Vulnerable and Marginalized Groups
Healthcare	68,905	67.38
Education	2,655	53.47
Others	17,593	53.25
<ul style="list-style-type: none"> Education and Livelihood Enhancement Promotion of Arts and Culture Environment Sustainability Senior Citizen Facilities Animal Welfare Disaster Management, Relief & Rehabilitation 		

Note: While the Company is actively sponsoring and granting contributions towards hospitals, schools, and animal welfare initiatives, to name a few, a quantitative value of the impact of the benefits derived from the Company's CSR initiative by such beneficiaries belonging to the vulnerable and marginalized groups may be difficult to quantify. Due to the nature of the project in certain cases (such as grants towards Surgical equipment for operation theatres in animal hospitals), it is not feasible to attribute benefits arising out of such grant to vulnerable/marginalized groups. Furthermore, the Company undertakes periodic impact assessment studies to assess the efficacy of the CSR grants.

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 Company does not have any customer interface.

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

Services	As a % Total Turnover
Environmental and Social parameters relevant to the product	Not applicable
Safe and Responsible usage	
Recycling and/or Safe disposal	

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

	FY 2024-25 Current Financial Year		Remarks	FY 2023-24 Previous Financial Year		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	The Company does not have any customer interface and hence, not applicable.					
Advertising						
Cyber-security						
Delivery of essential services						
Restrictive Trade Practices						
Unfair Trade Practices						
Other						

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

	Number	Reasons for recall
Voluntary recalls	Not applicable	
Forced recalls		

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

Yes – the Company has a Board approved Information Security Policy, Incident Management & Cyber Security Policy and Ransomware & Data Breach Prevention Policy. The policy documents are not hosted on the website of the Company.

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:

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

LEADERSHIP INDICATORS

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

The Company is an investment company and does not have a customer interface. However, details about the Company's profile and operations can be accessed at <https://tatainvestment.com/>

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

Not applicable.

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

Not applicable.

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.

INDEPENDENT PRACTITIONER'S REASONABLE ASSURANCE REPORT ON CORE ATTRIBUTES OF TATA INVESTMENT CORPORATION LIMITED'S BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (BRSR)

To the Board of Directors of Tata Investment Corporation Limited,

We have been engaged by Tata Investment Corporation Limited (Corporate Identity Number L67200MH1937PLC002622, hereafter referred to as 'TICL' or 'the Company') to perform an independent reasonable assurance of the Company's Core Attributes disclosed in its Business Responsibility and Sustainability Report ('BRSR') for the reporting period from 1st April 2024 to 31st March 2025. The Core Attributes is included in the BRSR Section of the Annual Report of the Company for the financial year ended March 31, 2025 pursuant to the requirement of Regulation 34(2)(f) of the Securities and Exchange Board of India ("SEBI") (Listing Obligations and Disclosure Requirements) Regulations, 2015 (as amended) (the "LODR Regulations").

Scope

The scope of our engagement includes an independent reasonable level of assurance of Core Attributes of BRSR as defined by SEBI, from 1st April 2024 to 31st March 2025 for the disclosures of operations as defined by the Company.

Reporting Criteria

The criteria used by the Company to prepare the Core Attributes include:

- Regulation 34(2)(f) of the Securities and Exchange Board of India (SEBI) Listing Obligations and Disclosure Requirements (SEBI LODR)
- BRSR Core Framework for assurance and Environment, Social & Governance (ESG) disclosures as per SEBI Circular SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122 dated 12th July 2023 and clarifications thereto issued by SEBI
- Guidance Note for BRSR format issued by SEBI

Boundary and Exclusions

The boundary covers the performance of operations that fall under the direct control of the Company's legal structure as mentioned in the BRSR. The assurance excludes the following:

- Operations of the Company other than those mentioned in the 'Scope'
- Disclosures other than the Core Attributes
- Data and information outside the reporting period i.e., 1st April 2024 to 31st March 2025
- The statements that describe expression of opinion, belief, aspiration, expectation, aim, or future intentions provided by the Company
- Mapping of the Report with reporting frameworks other than those mentioned in Reporting Criteria.

While we considered the effectiveness of management's internal controls when determining the nature and extent of our procedures, our assurance engagement was not designed to provide assurance on internal controls.

Inherent Limitations

- The assurance engagement is based on the assumption that the data and information provided by the Company are complete, sufficient and authentic.
- Measurement of certain amounts and BRSR metrics, some of which are estimates, is subject to substantial inherent measurement uncertainty. Obtaining sufficient appropriate evidence to support our opinion/conclusion does not reduce the uncertainty in the amount and metrics.

- We have not undertaken any evaluation or assessment of the financial data or performance of the Company. Our views on specific BRSR Core Attributes and disclosures under Principle 1, Questions 8 and 9) are based solely on data presented in audited financial statements. We do not assume any responsibility for the accuracy or completeness of the financial information contained therein.

Assurance Standard & Methodology

Our engagement was conducted in accordance with the International Standard on Assurance Engagements (ISAE) 3000 (Revised), Assurance Engagements Other than Audits or Reviews of Historical Financial Information and ISAE 3410, Assurance Engagements on Greenhouse Gas Statements issued by the International Auditing and Assurance Standards Board (IAASB). These standards require that we plan and perform our engagement to obtain reasonable assurance about whether the disclosures are prepared, in all material respects, in accordance with the Reporting Criteria.

A reasonable assurance engagement involves assessing the risks of material misstatement of the disclosures whether due to fraud or error, responding to the assessed risks as necessary in the circumstances.

This engagement was carried out by a diverse team comprising assurance professionals, engineers, and experts in environmental and social domains. In carrying out our engagement, we:

- Reviewed the disclosures (as listed in Appendix A of this report) in accordance with Core Attributes and the operational controls and reporting boundaries of the Company.
- Interacted with selected employees of the Company responsible for management of disclosures and review of selected evidence to support Key Performance Indicators ('KPIs') and metrics disclosed in the report.
- Assessed the suitability of the Reporting Criteria used by the Company in preparing the disclosures.
- Evaluated the appropriateness of reporting policies, quantification methods, documents, models and other internal controls used in the disclosures, subject to reasonable assurance, and the reasonableness of estimates made by the Company.

Independence and Quality Control

We have maintained our independence and confirm that we have met the requirements of the International Code of Ethics for Professional Accountants (including International Independence Standards) ("IESBA Code") issued by the International Ethics Standard Board for Accountants, which is founded on the fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behavior.

We apply Standard on Quality Control 1, "Quality Control for Firms that Perform Audits and Reviews of Historical Financial Information, and Other Assurance and Related Services Engagements" and accordingly maintain a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards, and applicable legal and regulatory requirements.

Responsibility of Management

The Company's management is responsible for selecting or establishing suitable criteria for Core Attributes, taking into account applicable laws and regulations, if any, related to reporting, identification of key aspects, engagement with stakeholders, content and presentation of the disclosures in accordance with the Reporting Criteria. This responsibility includes design, implementation and maintenance of internal controls relevant to the Core Attributes and the measurement of disclosures, which is free from material misstatement, whether due to fraud or error.

Opinion

Based on our procedures followed for a reasonable level of assurance, the evidences obtained, and the information and explanations given to us along with the representation provided by the management and subject to inherent limitations outlined elsewhere in this report, we are of the opinion that, in all material aspects, the BRSR Attributes (as listed in Appendix A of this Report) for the reporting period mentioned above are reported in accordance with the Reporting Criteria above..

Intended use or purpose

Our work was performed solely to assist you in meeting the reporting requirements. This report has been issued solely at the request of the Board of Directors of the Company to whom it is addressed, solely to comply with the Reporting Criteria, in reporting Company's sustainability performance and activities and for publishing the same as part of the Company's Annual Report. Accordingly, we accept no liability to anyone, other than the Company. Our report should not be used for any other purpose or by any person other than the addressees of our report. We do not accept or assume any liability or duty of care for any other purpose or to any other person to whom this report is shown or into whose hands it may come without our prior consent in writing.

For **RSM Astute Consulting Private Limited**

Director / Authorised Signatory
Mumbai
24 May, 2025

APPENDIX A – BRSR CORE ATTRIBUTES FOR INDEPENDENT REASONABLE ASSURANCE (FY 2024-25)

Sr.	BRSR Core Principle & Indicator	Description of Indicator
1.	Section C – Principle 1 – E8	Number of days of accounts payable
2.	Section C – Principle 1 – E9	Concentration of purchases & sales done with trading houses, dealers, and related parties Loans and advances & investments with related parties
3.	Section C – Principle 3 – E1(c)	Spending on well-being of employees and workers – cost incurred as a % of total revenue of the company
4.	Section C – Principle 3 – E11	Details of safety related incidents including LTIFR, recordable work-related injuries, no. of fatalities
5.	Section C – Principle 5 – E3(b)	Gross wages paid to females as % of wages paid
6.	Section C – Principle 5 – E7	Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, including complaints reported, complaints as a % of female employees, and complaints upheld
7.	Section C – Principle 6 – E1	Details of total energy consumption (in Joules or multiples) and its intensity
8.	Section C – Principle 6 – E3	Total volume of water withdrawal by source in Kilolitres and its intensity
9.	Section C – Principle 6 – E4	Water discharge by destination and level of treatment (in kilolitres)
10.	Section C – Principle 6 – E7	Details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) and its intensity
11.	Section C – Principle 6 – E9	Details related to waste generated by category, waste recovered through recycling, re-using or other recovery operations, waste disposed by nature of disposal method and its intensity
12.	Section C – Principle 8 – E4	Input material sourced from following sources as % of total purchases – Directly sourced from MSMEs/small producers and from within India
13.	Section C – Principle 8 – E5	Job creation in smaller towns – Wages paid to persons employed in smaller towns (permanent or non-permanent/on contract) as % of total wage cost
14.	Section C – Principle 9 – E7	Instances involving loss/breach of data of customers as a percentage of total data breaches or cyber security events