

# Business Responsibility & Sustainability Report

The Business Responsibility and Sustainability Report ('BRSR') of Tata Communications Limited ('the Company' or 'Tata Communications') for FY 2025-26 has been prepared in accordance with the framework prescribed by the Securities and Exchange Board of India and reflects the Company's continued commitment to responsible business conduct, transparent governance, sustainable value creation, and long-term stakeholder trust.

Tata Communications continues to strengthen its position as a global commtech player by embedding sustainability considerations into enterprise strategy, operational resilience, customer solutions, innovation, governance frameworks, and long-term stakeholder value creation. The Company's environmental, social, and governance ('ESG') approach is guided by climate transition priorities, responsible digital infrastructure management, ethical business conduct, cybersecurity resilience, human rights principles, and sustainable value chain engagement.

This report presents an integrated and investor-focused view of the Company's performance across ESG dimensions through the lens of the 9 National Guidelines on Responsible Business Conduct ('NGRBC') principles. It outlines Tata Communications' approach towards integrating sustainability into business strategy, risk management, governance oversight, operations, and stakeholder engagement, while highlighting measurable progress against stated goals and areas of continuous improvement.

To enhance the credibility and reliability of our disclosures, Tata Communications has undertaken independent third-party assurance of BRSR Core indicators in line with evolving regulatory expectations.



Section A



General Disclosures

This section presents key information about our organisational profile and operations, boundary of this report along with an overview of our business activities, the scale of our operations, including our workforce and locations.

| Material Topics   | IR Capitals  | Stakeholders  | SDGs |
|---|--|---|------|
| <ul style="list-style-type: none"> <li>Corporate governance, ethics and transparency</li> <li>Economic performance</li> <li>Regulatory compliance</li> <li>Diversity and inclusion</li> </ul> | <ul style="list-style-type: none"> <li> Human Capital</li> <li> Risk Management</li> <li> Financial Capital</li> </ul> | <p><b>External:</b> Investors, Suppliers, Community, Shareholders</p> <p><b>Internal:</b> Employees</p> |      |

I. Details of the listed entity<sup>1</sup>

|     |   |  |
|-----|---|--|
| 1.  | Corporate Identity Number ('CIN') of the Listed Entity  | : L64200MH1986PLC039266  |
| 2.  | Name of the Listed Entity   | : Tata Communications Limited  |
| 3.  | Year of incorporation   | : 1986   |
| 4.  | Registered office address   | : VSB, Mahatma Gandhi Road, Fort, Mumbai - 400001  |
| 5.  | Corporate address   | : Tata Communications Limited, Tower C, Plot No. C-21 & C-36, G Block, Bandra Kurla Complex, Mumbai - 400 098  |
| 6.  | E-mail  | : <a href="mailto:investor.relations@tatacommunications.com">investor.relations@tatacommunications.com</a>   |
| 7.  | Telephone   | : +91 92289 18171  |
| 8.  | Website   | : <a href="http://www.tatacommunications.com">www.tatacommunications.com</a>   |
| 9.  | Financial year for which reporting is being done  | : FY 2025-26   |
| 10. | Name of the Stock Exchange(s) where shares are listed   | : BSE Limited ('BSE') and National Stock Exchange of India Limited ('NSE')   |
| 11. | Paid-up Capital   | : ₹2,85,00,00,000  |
| 12. | Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report <sup>2</sup>   | : Mr. Aman Gupta,<br>Executive Vice President CSR, EOHS & Sustainability, and Corporate Services<br>Email Id: <a href="mailto:eohs@tatacommunications.com">eohs@tatacommunications.com</a> |
| 13. | Reporting boundary <sup>3</sup> - 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 reporting boundary is summarised as follows:   |

The disclosures presented in this BRSR have been prepared using an operational control approach and are aligned with the requirements prescribed under the SEBI BRSR framework, applicable BRSR Core indicators, internal governance frameworks, and materiality considerations.

Given the Company's global operational footprint and diverse regulatory landscape, the reporting boundary varies across indicators depending on operational control, data availability, regulatory applicability, materiality of impact and nature of business operations.

In addition, Tata Communications is actively reviewing and strengthening its workforce governance practices, contractor management systems, statutory processes, welfare measures, and compliance frameworks in alignment with the evolving implementation requirements of the Indian Labour Codes and applicable state-level rules. As implementation timelines and subordinate rules continue to evolve, workforce-related disclosures in this report have been prepared based on the applicable legal framework and operational practices during FY 2025-26.

<sup>1</sup>GRI 2-1,  
<sup>2</sup>GRI 2-3  
<sup>3</sup>GRI 2-2

The reporting scope for key categories is summarised below:

| Category                        | Indicators:  | Reporting Boundary  |
|---------------------------------|--|---|
| <b>Environmental</b>            |  |   |
| Environment                     | Energy, Water, Waste, Emissions and Environmental Compliances  | Consolidated Basis: The disclosures relate to the global operations of Tata Communications Limited ('Tata Communications'), unless specified otherwise.   |
| <b>Social</b>                   |  |   |
| Human Resources                 | Employee Headcount, Learning and Development, Diversity & Inclusion, grievance redressal, performance reviews, health & safety         | Consolidated Basis: The disclosures include global workforce across wholly-owned subsidiaries, unless specified otherwise.  |
| Employee well-being & benefits  | Remuneration, statutory benefits, minimum wages, employee welfare, job creation, retirement benefits, membership association or unions | Standalone Basis: These disclosures pertain exclusively to the India operations of Tata Communications, as regulatory requirements for the mentioned indicators vary across other global regions. |
| Corporate Social Responsibility | Social impact projects, beneficiaries, project locations   | Standalone Basis: The disclosures are specific to India operations of Tata Communications.  |
| Value Chain Partners            | ESG assessments, awareness programmes, supplier engagement initiatives   | Consolidated Basis: These disclosures cover the global operations of Tata Communications, unless specified otherwise.   |
|                                 | Spend on MSME  | Standalone Basis: The disclosures are specific to India operations only.  |
| <b>Governance</b>               |  |   |
| Corporate Governance            | Board governance, ethics, compliance, risk management, goals and targets   | Consolidated Basis: The disclosures cover the global operations of Tata Communications, unless specified otherwise.   |
| Financial                       | Revenue, Sales, Turnover, Paid up capital, Net worth   | The disclosures are presented on a consolidated basis, including wholly-owned subsidiaries of Tata Communications. Standalone figures are also provided wherever applicable.                      |

14. **Name of assurance provider:** M/s. BSI Group India Private Limited.

15. **Type of assurance obtained<sup>4</sup>:** We have obtained Reasonable Assurance for BRSR Core indicators disclosed under this report. The assurance engagement was conducted in accordance with applicable assurance standards and covered selected ESG indicators, processes, and supporting data as defined within the agreed assurance scope. The assurance certificate is annexed to this Report.

## II. Products/services<sup>5</sup>

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

| Sr. No. | Description of Main Activity | Description of Business Activity | % of Turnover of the entity |
|---------|------------------------------|----------------------------------|-----------------------------|
| 1.      | Telecommunications services  | Telecommunications services      | 96.8                        |

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

| Sr. No. | Product/Service    | NIC Code   | % of total Turnover contributed |
|---------|--------------------|--|---------------------------------|
| 1.      | Telecommunications | a. Activities of providing internet access by the operator of the wired infrastructure. NIC Code - 61104<br>b. Other satellite telecommunications activities. NIC Code - 61309<br>c. Other telecommunications activities. NIC Code - 61900 | 96.8                            |

<sup>4</sup>GRI 2-4, 2-5

<sup>5</sup>GRI 2-6

III. Operations

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

For the purpose of this report, “offices” refers to major operational facilities, data centres and network infrastructure locations from where Tata Communications, along with its subsidiaries, conducts its global operations.

| Location      | Number of plants | Number of offices | Total |
|---------------|------------------|-------------------|-------|
| National      | Not Applicable   | 40                | 40    |
| International |                  | 27                | 27    |

19. Markets served by the entity:

a. Number of locations

| Locations                        | Number  |
|----------------------------------|---|
| National (No. of States)         | Presence across 28 states and 8 Union territories               |
| International (No. of Countries) | Presence across 190+ countries and territories around the world |

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

The contribution of exports is 9.6% of the total turnover of the entity.

c. A brief on types of customers:

Tata Communications works with Service Providers and Mid-Large Enterprises around the world in B2B (business to business) model, including several leading Fortune 500 companies. The Company’s solutions portfolio spans network connectivity, cloud enablement, cybersecurity, collaboration services, media solutions, IoT, and digital infrastructure services.

IV. Employees

20. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):<sup>6</sup>

Tata Communications predominantly operates through a professional, technology-driven, and services-oriented workforce model comprising employees engaged in digital infrastructure, network management, enterprise solutions, technology operations, engineering services, and corporate functions. In addition to direct employees, the Company also engages in managed contractual personnel through third-party arrangements for specialised operational support, infrastructure management, field services, maintenance activities, and project-based assignments.

| Sr. No.          | Particulars                           | Total (A)     | Male                            |              | Female       |              |
|------------------|---------------------------------------|---------------|---------------------------------|--------------|--------------|--------------|
|                  |                                       |               | No. (B)                         | % (B / A)    | No. (C)      | % (C / A)    |
| <b>EMPLOYEES</b> |                                       |               |                                 |              |              |              |
| 1.               | Permanent (D)                         | 11,940        | 9,121                           | 76           | 2,819        | 24           |
| 2.               | Other than Permanent (E)              | 2,644         | 2,237                           | 85           | 407          | 15           |
| 3.               | Other (Undisclosed Gender)            | 1             | -                               | -            | -            | -            |
| 4.               | <b>Total employees (D + E+ Other)</b> | <b>14,585</b> | <b>11,358</b>                   | <b>77.88</b> | <b>3,226</b> | <b>22.12</b> |
| <b>WORKERS</b>   |                                       |               |                                 |              |              |              |
| 5.               | Permanent (F)                         |               |                                 |              |              |              |
| 6.               | Other than Permanent (G)              |               | Please refer to the notes below |              |              |              |
| 7.               | Total workers (F + G)                 |               |                                 |              |              |              |

<sup>6</sup>GRI 2-7, GRI 2-8, GRI 405-1

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

| Sr. No.                            | Particulars                                    | Total (A) | Male     |            | Female   |           |
|------------------------------------|--|-----------|----------|------------|----------|-----------|
|                                    |  |           | No. (B)  | % (B / A)  | No. (C)  | % (C / A) |
| <b>DIFFERENTLY ABLED EMPLOYEES</b> |  |           |          |            |          |           |
| 1.                                 | Permanent (D)                                  | 3         | 3        | 100        | 0        | 0         |
| 2.                                 | Other than Permanent (E)                       | 0         | 0        | 0          | 0        | 0         |
| 3.                                 | <b>Total differently abled employees (D+E)</b> | <b>3</b>  | <b>3</b> | <b>100</b> | <b>0</b> | <b>0</b>  |
| <b>DIFFERENTLY ABLED WORKERS</b>   |  |           |          |            |          |           |
| 4.                                 | Permanent (F)                                  |           |          |            |          |           |
| 5.                                 | Other than Permanent (G)                       |           |          |            |          |           |
| 6.                                 | <b>Total differently abled workers (F + G)</b> |           |          |            |          |           |

Please refer to the notes below

**Note:**

- Workforce Classification:** Tata Communications classifies its entire workforce under the category of 'Employees.' This includes:
  - Permanent Employees (D): Includes employees on the payroll of Tata Communications and its wholly owned subsidiaries globally, and the non-executives who transitioned from VSNL to Tata Communications' payroll.
  - Other than permanent (E): Includes contractual or third-party deployed personnel engaged through external service providers across global operations.
- Workers (F) and (G):** The classification of 'workers' as prescribed under the BRSR framework is not applicable in certain categories, as Tata Communications primarily operates as a technology and digital services organisation with a predominantly employee-based workforce model. Accordingly, this disclosure related to 'number of workers' is reported as not applicable based on the operational structure and workforce composition of the Company.
- Undisclosed Gender:** One permanent employee chose not to disclose their gender identity during the reporting year. This employee has been included under the "Others" category in the relevant disclosures.
- Differently Abled Employees:** Tata Communications does not track statistics with respect to differently abled workers within the Company unless voluntarily disclosed by the employee. The Company encourages voluntary self-identification for Persons with Disabilities ('PWD') to strengthen inclusion and accessibility initiatives while respecting privacy and confidentiality considerations.

**21. Participation/Inclusion/Representation of women<sup>7</sup>**

Tata Communications continues to strengthen diversity, equity, and inclusion initiatives across recruitment, leadership development, capability-building, and employee engagement practices. The Company recognises diversity and inclusive leadership as important enablers of innovation, talent development, and long-term business sustainability.

The Company continues to evaluate opportunities to improve gender diversity and inclusive representation across leadership and operational roles over the long term.

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

**Note:** Key Management Personnel includes the Managing Director and Chief Executive Officer (MD & CEO), Chief Financial Officer (CFO) and Company Secretary (CS).

**22. Turnover rate for permanent employees and workers<sup>8</sup>**

Employee turnover rates disclosed below represent voluntary resignation trends for permanent employees across Tata Communications' global operations. The increase in turnover rates during FY 2025-26 is being reviewed in the context of evolving industry talent dynamics, digital capability demand, business transformation priorities, and changing workforce expectations across global technology and telecom sectors. There are no categories identified as 'workers' in Tata Communications, hence no details are provided.

<sup>7</sup>GRI 405-1  
<sup>8</sup>GRI 401-1

The Company continues to strengthen talent retention, capability development, employee engagement, and leadership development initiatives to support long-term organisational resilience and workforce stability.

|                     | FY 2025-2026<br>(Turnover rate in current FY) |        |       | FY 2024-2025<br>(Turnover rate in previous FY) |        |       | FY 2023-24<br>(Turnover rate in the year prior to the previous FY) |        |       |
|---------------------|---|--------|-------|--|--------|-------|--|--------|-------|
|                     | Male  | Female | Total | Male   | Female | Total | Male   | Female | Total |
| Permanent Employees | 20.8  | 21.7   | 21    | 10.4   | 13     | 11    | 11.2   | 13     | 11.6  |

**V. Holding, Subsidiary and Associate Companies (including joint ventures)<sup>9</sup>**

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

| Sr. No. | Name of the holding / subsidiary / associate companies / joint ventures (A) | Indicate whether holding/ subsidiary/ associate companies/ joint ventures | % 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   | Promoter  | 14.07                             | Yes, need-based  |
| 2.      | Panatone Finvest Limited  | Promoter  | 44.8                              | Yes, need-based  |
| 3.      | Tata Communications (Australia) Pty Limited                                 | Indirect subsidiary   | 100                               | The initiatives are driven by Tata Communications Limited and all the subsidiaries contribute towards such initiatives as and when required. |
| 4.      | Tata Communications (America) Inc.  | Indirect subsidiary   | 100                               |  |
| 5.      | TCPoP Communications GmbH   | Indirect subsidiary   | 100                               |  |
| 6.      | Tata Communications (Belgium) SRL   | Indirect subsidiary   | 100                               |  |
| 7.      | TC Networks Switzerland SA  | Indirect subsidiary   | 100                               |  |
| 8.      | Tata Communications SVCS Pte. Limited                                       | Indirect subsidiary   | 100                               |  |
| 9.      | Tata Communications (Beijing) Technology Limited                            | Indirect subsidiary   | 100                               |  |
| 10.     | Tata Communications (Canada) Limited  | Indirect subsidiary   | 100                               |  |
| 11.     | Tata Communications (France) SAS  | Indirect subsidiary   | 100                               |  |
| 12.     | Tata Communications Deutschland GmbH  | Indirect subsidiary   | 100                               |  |
| 13.     | Tata Communications (Guam) L.L.C.   | Indirect subsidiary   | 100                               |  |
| 14.     | Tata Communications (Hong Kong) Limited                                     | Indirect subsidiary   | 100                               |  |
| 15.     | Tata Communications (Hungary) Limited                                       | Indirect subsidiary   | 100                               |  |
| 16.     | Tata Communications (Ireland) DAC   | Indirect subsidiary   | 100                               |  |
| 17.     | Tata Communications (Italy) S.R.L   | Indirect subsidiary   | 100                               |  |
| 18.     | Tata Communications (Japan) K.K.  | Indirect subsidiary   | 100                               |  |
| 19.     | ITXC IP Holdings S.A.R.L.   | Indirect subsidiary   | 100                               |  |
| 20.     | Tata Communications (Malaysia) Sdn. Bhd.                                    | Indirect subsidiary   | 100                               |  |
| 21.     | Tata Communications (Netherlands) B.V.                                      | Direct subsidiary   | 100                               |  |
| 22.     | Tata Communications (New Zealand) Limited                                   | Indirect subsidiary   | 100                               |  |
| 23.     | Tata Communications (Nordic) AS   | Indirect subsidiary   | 100                               |  |
| 24.     | Tata Communications (Poland) SP. ZO.O                                       | Indirect subsidiary   | 100                               |  |

<sup>9</sup>GRI 2-2

| Sr. No. | Name of the holding / subsidiary / associate companies / joint ventures (A) | Indicate whether holding/ subsidiary/ associate companies/ joint ventures | % 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) |
|---------|---|---|-----------------------------------|--|
| 25.     | Tata Communications (Portugal) Instalacao E Manutencao De Redes LDA         | Indirect subsidiary   | 100                               |  |
| 26.     | Tata Communications (Portugal) Unipessoal LDA                               | Indirect subsidiary   | 100                               |  |
| 27.     | Tata Communications (Russia) LLC  | Indirect subsidiary   | 99.9                              |  |
| 28.     | Tata Communications International Pte. Limited                              | Direct subsidiary   | 100                               |  |
| 29.     | VSNL SNO SPV Pte. Limited   | Indirect subsidiary   | 100                               |  |
| 30.     | Tata Communications Services (International) Pte. Limited                   | Indirect subsidiary   | 100                               |  |
| 31.     | Tata Communications (Spain) S.L   | Indirect subsidiary   | 100                               |  |
| 32.     | Tata Communications (Sweden) AB   | Indirect subsidiary   | 100                               |  |
| 33.     | Tata Communications (Switzerland) GmbH                                      | Indirect subsidiary   | 100                               |  |
| 34.     | Tata Communications (Taiwan) Limited  | Indirect subsidiary   | 100                               |  |
| 35.     | Tata Communications (Thailand) Limited                                      | Indirect subsidiary   | 100                               |  |
| 36.     | Tata Communications (Middle East) FZ-LLC                                    | Indirect subsidiary   | 100                               |  |
| 37.     | Tata Communications (UK) Limited  | Direct subsidiary   | 100                               |  |
| 38.     | Tata Communications Transformation Services Limited                         | Direct subsidiary   | 100                               |  |
| 39.     | Tata Communications Collaboration Services Private Limited                  | Direct subsidiary   | 100                               |  |
| 40.     | SEPCO Communications (Pty) Limited  | Indirect subsidiary   | 73.17                             |  |
| 41.     | Tata Communications Lanka Limited   | Direct subsidiary   | 90                                |  |
| 42.     | Tata Communications (South Korea) Limited                                   | Indirect subsidiary   | 100                               |  |
| 43.     | Tata Communications Transformation Services Pte. Limited                    | Indirect subsidiary   | 100                               |  |
| 44.     | Tata Communications Transformation Services (Hungary) Kft.                  | Indirect subsidiary   | 100                               |  |
| 45.     | Tata Communications (Brazil) Participacoes Limitada                         | Indirect subsidiary   | 100                               |  |
| 46.     | Tata Communications Transformation Services (US) Inc.                       | Indirect subsidiary   | 100                               |  |
| 47.     | Tata Communications Transformation Services South Africa (Pty) Limited      | Indirect subsidiary   | 100                               |  |
| 48.     | Tata Communications Comunicações E Multimídia (Brazil) Limitada             | Indirect subsidiary   | 100                               |  |
| 49.     | TCTS Senegal Limited  | Indirect subsidiary   | 100                               |  |
| 50.     | Oasis Smart SIM Europe SAS  | Indirect subsidiary   | 100                               |  |
| 51.     | Oasis Smart E-Sim Pte. Limited  | Indirect subsidiary   | 100                               |  |
| 52.     | The Switch Enterprises, LLC   | Indirect subsidiary   | 100                               |  |

| Sr. No. | Name of the holding / subsidiary / associate companies / joint ventures (A) | Indicate whether holding/ subsidiary/ associate companies/ joint ventures | % 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) |
|---------|---|---|-----------------------------------|--|
| 53.     | Tata Communications Middle East Technology Services LLC                     | Indirect subsidiary   | 100                               |  |
| 54.     | Kaleyra Inc.  | Direct subsidiary   | 100                               |  |
| 55.     | Kaleyra S.P.A.  | Indirect subsidiary   | 100                               |  |
| 56.     | Solutions Infini Technologies (India) Private Limited                       | Direct subsidiary   | 100                               |  |
| 57.     | Solutions Infini FZ-LLC   | Indirect subsidiary   | 100                               |  |
| 58.     | Campaign Registry, Inc.   | Indirect subsidiary   | 100                               |  |
| 59.     | Kaleyra Africa (Pty) Limited  | Indirect subsidiary   | 100                               |  |
| 60.     | Kaleyra US Inc.   | Indirect subsidiary   | 100                               |  |
| 61.     | Kaleyra Dominicana, S.R.L.  | Indirect subsidiary   | 100                               |  |
| 62.     | Kaleyra UK Limited  | Indirect subsidiary   | 100                               |  |
| 63.     | mGAGE ATHENS PC   | Indirect subsidiary   | 100                               |  |
| 64.     | Novamesh Limited  | Direct subsidiary   | 100                               |  |
| 65.     | TC (Shanghai) Network Services Company Limited                              | Indirect subsidiary   | 100                               |  |
| 66.     | Commotion, Inc  | Indirect subsidiary   | 51                                |  |
| 67.     | Commotion Software Solutions India Private Limited                          | Indirect subsidiary   | 51                                |  |
| 68.     | TC (Shanghai) Technology Company Limited                                    | Indirect subsidiary   | 100                               |  |
| 69.     | STT Global Data Centres India Private Limited                               | Associate   | 26                                |  |
| 70.     | United Telecom Limited  | Associate   | 26.66                             |  |
| 71.     | Smart ICT Services Private Limited  | Associate   | 24                                |  |

## VI. CSR Details

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

Yes, Corporate Social Responsibility is applicable for Tata Communications.

ii. Turnover (in ₹): 7,375.71 crore

iii. Net worth (in ₹): 10,578.69 crore

**Note:** Standalone figures are considered for CSR applicability from India operations only.

## 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:

Tata Communications maintains formal grievance redressal and whistleblower mechanisms for employees, suppliers, shareholders, customers, and other stakeholders. These mechanisms are intended to support ethical conduct, workplace dignity, regulatory compliance, and responsible business practices.

The Company's grievance management approach is supported through defined governance and escalation mechanisms, confidential reporting channels, investigation and remediation protocols, periodic monitoring and review processes and protection against retaliation for genuine reporting.

Tata Communications continues to strengthen awareness and accessibility of grievance channels through internal communication, policy dissemination, employee engagement initiatives, supplier outreach, and ethics awareness programmes.

Pending complaints at the close of the reporting year primarily relate to cases under review or investigation in accordance with applicable internal governance procedures and principles of natural justice. The Company remains committed to ensuring fair, confidential, and timely resolution of grievances while maintaining appropriate due diligence and process integrity.

| Stakeholder group from whom complaint is received | Grievance Redressal Mechanism in Place <sup>10</sup> (Yes/No) (If Yes, then provide web-link for grievance redress policy)  | FY 2025-26                                 |  |   | 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                                       | Yes, grievance related queries on CSR practices are directed to <a href="mailto:CSR@tatacommunications.com">CSR@tatacommunications.com</a> . The same is listed on our website <a href="#">here</a> .                     | 0  | 0  | NIL   | 0  | 0  | NIL  |
| Investors (other than shareholders)               | Yes, the process to register grievances is listed on our website <a href="#">here</a> . The designated email ID: <a href="mailto:investor.relations@tatacommunications.com">investor.relations@tatacommunications.com</a> | 0  | 0  | NIL   | 0  | 0  | NIL  |
| Shareholders                                      | Yes, the process to register grievances is listed on our website <a href="#">here</a> . The designated email ID: <a href="mailto:investor.relations@tatacommunications.com">investor.relations@tatacommunications.com</a> | 10   | 3  | 3 cases are pending for closure as of March 31, 2026. | 6  | 0  | All complaints received were resolved to the satisfaction of shareholders. |



<sup>10</sup>GRI 2-16, GRI 2-25, GRI 2-26

| Stakeholder group from whom complaint is received | Grievance Redressal Mechanism in Place <sup>10</sup> (Yes/No) (If Yes, then provide web-link for grievance redress policy)   | FY 2025-26                                 |  |   | 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   |
| Employees and workers                             | Yes, grievance redressal mechanism is available for all the employees. Using the channels available internally, the employees can register their grievance under Dignity in the Workplace Policy ('DWP') and Prevention of Sexual Harassment ('PoSH') Charter. | Total: 31<br>DWP: 26<br>PoSH: 5            | Total: 17<br>DWP: 15<br>PoSH: 2                              | DWP - 15 cases are pending for resolution as on March 31, 2026.<br><br>PoSH - 2 cases are pending for closure as the investigation is in progress as of March 31, 2026.   | Total: 26<br>DWP: 22<br>PoSH: 4            | Total: 10<br>DWP: 10<br>PoSH: NIL                            | DWP - 10 cases were pending for closure as on March 31, 2025 which were subsequently closed.  |
| Customers   | Yes, customers can report any grievances through customer support channels available on our website <a href="#">here</a> .   | 0  | 0  | None  | 0  | 0  | None  |
| Value Chain Partners                              | Yes, suppliers can raise grievances through these channels: <a href="mailto:whistleblower@tatacommunications.com">whistleblower@tatacommunications.com</a> ; <a href="mailto:tatacommunications@ethicshelp.com">tatacommunications@ethicshelp.com</a> ;        | 0  | 0  | A streamlined system for monitoring the grievances of value chain partners has been set up. Concerns and grievances can be shared with <a href="mailto:responsible_supplychain@tatacommunications.com">responsible_supplychain@tatacommunications.com</a> | 0  | 0  | A streamlined system for monitoring the grievances of value chain partners has been set up. Concerns and grievances can be shared with <a href="mailto:responsible_supplychain@tatacommunications.com">responsible_supplychain@tatacommunications.com</a> |

**Note:** DWP cases refer to grievances raised on the grounds of discrimination, harassment, bullying and retaliation. For any feedback, queries or grievances related to our sustainability practices please reach out to [EOHS@tatacommunications.com](mailto:EOHS@tatacommunications.com).

**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<sup>11</sup>

We periodically review and conduct a comprehensive materiality assessment to identify, prioritise, analyse and disclose key ESG issues relevant to our business and stakeholders. The process involves identifying a broad universe of sustainability topics, followed by stakeholder consultations with internal and external groups such as employees, customers, suppliers, and leadership. These issues are then evaluated based on their impact on business performance and stakeholder importance and mapped on a materiality matrix. The final set of material topics have been validated by senior management, ensuring alignment with our strategic priorities and risk management framework. We plan to undertake double materiality assessment for our global operations for FY 2026-27.

| Sr. No. | Material issue identified <sup>12</sup>  | Indicate whether risk or opportunity (R/O) | Rationale for Identifying the risk/ opportunity <sup>13</sup>   | In case of risk, approach to adapt or mitigate <sup>14</sup>   | Financial implications of the risk or opportunity <sup>15</sup> (Indicate positive or negative implications)  |
|---------|--|--|---|--|---|
| 1.      | Data Privacy and IP infringement         | Risk                                       | Data privacy is identified as a risk due to the sensitive nature and scale of data handled across our global digital infrastructure. We process large volumes of customer and enterprise data, making robust data protection critical to prevent breaches, ensure regulatory compliance, and maintain customer trust. Any lapses could result in financial penalties, reputational damage, and operational disruptions, making data privacy central to our risk management and long-term business sustainability. | We manage data privacy risk through regular audits, risk assessments, and compliance reviews to proactively identify and address gaps, while also strengthening employee awareness through ongoing training programs.<br><br>In parallel, we enforce robust third-party risk management practices to ensure that vendors and partners adhere to our data protection standards, enabling consistent and secure handling of data across our ecosystem. | Negative<br><br>Potential financial implications may include: <ul style="list-style-type: none"> <li>Regulatory penalties</li> <li>Litigation and remediation costs</li> <li>Customer attrition</li> <li>Reputational impact</li> <li>Increased cybersecurity investments</li> <li>Operational recovery costs</li> </ul>  |
| 2.      | Customer Experience, Loyalty and Privacy | Risk and Opportunity                       | From a risk perspective, any gaps in service quality or customer engagement can lead to dissatisfaction, loss of clients, reputational damage, and potential regulatory or financial implications. Conversely, as an opportunity, delivering superior customer experience, building long-term trust, and ensuring robust data privacy can enhance customer retention, strengthen brand credibility, and drive revenue growth through increased adoption of our digital solutions.                                 | Risks related to customer experience, loyalty, and privacy are mitigated through a customer-centric approach supported by robust service quality frameworks, proactive monitoring, and continuous feedback mechanisms. Regular performance reviews, service improvements, and trust-building initiatives help ensure consistent customer satisfaction and long-term loyalty.   | Negative financial implications: poor service quality or data privacy lapses can lead to loss of revenue, regulatory penalties, and increased costs related to issue resolution and reputational recovery.<br><br>Positive financial implications: strong customer experience and robust privacy practices drive higher customer retention, increased lifetime value, cross-selling opportunities, and enhanced brand trust, ultimately supporting revenue growth and improved profitability. |

<sup>11</sup>GRI 3-1  
<sup>12</sup>GRI 3-2  
<sup>13,14,15</sup>GRI 3-3

| Sr. No. | Material issue identified <sup>12</sup>       | Indicate whether risk or opportunity (R/O) | Rationale for Identifying the risk/ opportunity <sup>13</sup>   | In case of risk, approach to adapt or mitigate <sup>14</sup>  | Financial implications of the risk or opportunity <sup>15</sup> (Indicate positive or negative implications)  |
|---------|---|--|---|---|---|
| 3.      | Corporate Governance, Ethics and Transparency | Risk                                       | It is a key risk due to its fundamental role in ensuring regulatory compliance, ethical conduct, and stakeholder trust. Any lapses can lead to legal and regulatory actions, financial penalties, and significant reputational damage. Given our global operations and diverse stakeholder base, maintaining strong governance frameworks and ethical standards is critical to prevent misconduct, ensure accountability, and sustain long-term business integrity.   | The risks are mitigated through a robust governance framework supported by clear policies, Tata Code of Conduct, and strong oversight mechanisms. We ensure regular compliance monitoring, internal and external audits, and enforce zero-tolerance for unethical practices through whistleblower mechanisms and disciplinary actions. Continuous training, leadership accountability, and transparent disclosures further strengthen ethical behavior and build stakeholder trust.                                     | Negative financial implications: Weaknesses in corporate governance, ethics, and transparency can lead to regulatory fines, legal costs, and potential sanctions. Such lapses may also result in loss of investor confidence, decline in market valuation, and reduced business opportunities, along with increased costs for remediation and strengthening control mechanisms.   |
| 4.      | Human Capital Development                     | Risk and Opportunity                       | Human Capital development is considered both a risk and an opportunity due to its direct impact on organisational capability and long-term growth.<br><br>From a risk perspective, gaps in skills, inadequate training, or inability to attract and retain talent can affect service delivery, innovation, and operational efficiency, leading to increased costs and competitive disadvantage. Conversely, as an opportunity, investing in employee development, upskilling, and engagement enhances productivity, drives innovation, and strengthens talent retention, thereby supporting business growth and creating long-term value. | Risks related to human capital development are mitigated through structured learning and development programs, continuous upskilling initiatives, and leadership development frameworks aligned with evolving business needs. We focus on talent retention through competitive benefits, career progression pathways, and employee engagement initiatives, while also strengthening workforce planning and performance management to ensure the availability of skilled talent and sustained organisational capability. | Negative financial implications: Inadequate investment in skills and talent can lead to higher attrition, increased hiring and training costs, reduced productivity, and potential loss of business opportunities.<br><br>Positive financial implications: Effective talent development and retention enhance employee productivity, drive innovation, reduce recruitment costs, and improve operational efficiency, ultimately contributing to revenue growth and long-term profitability. |

| Sr. No. | Material issue identified <sup>12</sup> | Indicate whether risk or opportunity (R/O) | Rationale for Identifying the risk/ opportunity <sup>13</sup>  | In case of risk, approach to adapt or mitigate <sup>14</sup>   | Financial implications of the risk or opportunity <sup>15</sup> (Indicate positive or negative implications)   |
|---------|---|--|--|--|--|
| 5.      | Climate Change                          | Risk and Opportunity                       | <p>Climate Change is considered both a risk and an opportunity due to its direct and indirect impact on operations, costs, and market expectations.</p> <p>From a risk perspective, climate-related factors such as increasing energy costs, regulatory requirements, and physical risks to infrastructure can disrupt operations and increase capital and operating expenditure. Conversely, as an opportunity, transitioning to energy-efficient technologies, increasing use of renewable energy, and offering low-carbon digital solutions enable cost optimisation, regulatory alignment, while strengthening our position as a sustainable and responsible service provider.</p> | <p><sup>16</sup>Climate-related risks are mitigated through a combination of operational resilience and decarbonisation initiatives. We focus on improving energy efficiency across network infrastructure, increasing the use of renewable energy, and strengthening infrastructure to withstand extreme weather events. Additionally, we integrate climate risk assessments into business planning, ensure compliance with evolving regulations, and implement monitoring and reporting mechanisms to proactively manage and reduce climate-related impacts.</p> | <p><sup>17</sup>Negative financial implications: Increased energy costs, investments required for decarbonisation, regulatory compliance costs, and potential damage to infrastructure from extreme weather events can raise operational and capital expenditure.</p> <p>Positive financial implications: Adoption of energy-efficient technologies, increased use of renewable energy can lead to cost savings, improved operational efficiency, access to green financing, and new revenue opportunities, thereby enhancing long-term financial performance.</p> |
| 6.      | Economic Performance                    | Opportunity                                | <p>Economic performance is considered an opportunity as it directly reflects the Company's ability to drive growth, enhance profitability, and create long-term stakeholder value. It further supports shareholder returns, attracts investors, and provides the financial resilience needed to capitalise on emerging business opportunities in a rapidly evolving digital ecosystem.</p>   | Not Applicable   | <p>Positive financial implications: Increased revenue growth, improved profit margins, and enhanced cash flows. It enables higher investments in infrastructure, innovation, and strategic initiatives, while also strengthening shareholder returns and market valuation.</p>   |

| Sr. No. | Material issue identified <sup>12</sup>            | Indicate whether risk or opportunity (R/O) | Rationale for Identifying the risk/ opportunity <sup>13</sup>  | In case of risk, approach to adapt or mitigate <sup>14</sup>  | Financial implications of the risk or opportunity <sup>15</sup> (Indicate positive or negative implications)   |
|---------|--|--|--|---|--|
| 7.      | Resource Management and Environmental Conservation | Risk and Opportunity                       | <p>Resource management and environmental conservation are considered both a risk and an opportunity due to their impact on operational efficiency, compliance, and long-term sustainability.</p> <p>From a risk perspective, inefficient use of resources such as energy, water, and materials can lead to increased operating costs, regulatory non-compliance, and environmental impacts. Conversely, as an opportunity, optimising resource utilisation, adopting sustainable practices, and investing in environmental conservation initiatives can reduce costs, improve efficiency, ensure regulatory alignment, and enhance brand reputation, thereby supporting sustainable growth and value creation.</p> | <p>Risks related to resource management and environmental conservation are mitigated through efficient resource optimisation and sustainable operational practices. We focus on improving energy and water efficiency, adopting circular economy principles for waste management, and increasing the use of renewable resources. Regular monitoring, audits, and compliance checks, along with implementation of environmental management systems, help ensure responsible resource utilisation and minimise environmental impact.</p>  | <p>Negative financial implications: Higher energy and water costs, regulatory penalties, and increased expenditure on waste management and remediation.</p> <p>Positive financial implications: Efficient resource utilisation, adoption of sustainable practices, and reduced environmental impact can lower operating costs, improve efficiency, enable compliance, and enhance brand value, ultimately supporting long-term profitability and cost savings.</p> |
| 8.      | Health, Safety, and Well-being                     | Risk                                       | <p>Health, safety, and well-being are identified as key risk areas due to their direct impact on employees and operations. Workplace incidents, occupational health issues, or inadequate safety practices can lead to injuries, operational disruptions, legal liabilities, and reputational damage.</p> <p>Given the nature of infrastructure and field operations, ensuring a safe and healthy workplace is critical to maintaining business continuity, and workforce productivity.</p>  | <p>Risks related to health, safety, and well-being are mitigated through comprehensive health and safety management systems, supported by clear policies, standard operating procedures and periodic audits. We conduct regular risk assessments, safety audits, and training programs to build awareness and prevent incidents, while ensuring proper use of protective equipment and safe work practices. Additionally, employee well-being is promoted through health initiatives, support programs, and continuous monitoring to maintain a safe, healthy, and productive work environment.</p> | <p>Negative financial implications: Workplace incidents or inadequate safety practices can result in medical costs, compensation claims, legal liabilities, regulatory penalties, and operational disruptions.</p>   |

| Sr. No. | Material issue identified <sup>12</sup> | Indicate whether risk or opportunity (R/O) | Rationale for Identifying the risk/ opportunity <sup>13</sup>  | In case of risk, approach to adapt or mitigate <sup>14</sup>  | Financial implications of the risk or opportunity <sup>15</sup> (Indicate positive or negative implications)   |
|---------|---|--|--|---|--|
| 9.      | Community Development                   | Opportunity                                | Community development is considered an opportunity as it enables the Company to create shared value while reinforcing Tata Group's vision to strengthen the community. By investing in community initiatives, we build stronger stakeholder relationships and foster inclusive growth. These efforts also contribute to long-term business sustainability by creating a more resilient and supportive operating environment.   | Not Applicable  | Positive financial implications: By strengthening relationships with communities and stakeholder trust, which can enhance customer preference and support business growth. They also help build a stable operating environment, reduce potential social risks, and improve employee engagement, ultimately contributing to long-term value creation and sustainable financial performance. |
| 10.     | Human Rights and Labour Compliance      | Risk                                       | Human rights and labour compliance are identified as key risk areas due to the need to uphold fair labour practices across our operations and extended supply chain. Any non-compliance with labour laws, or instances of human rights violations can lead to penalties, reputational damage, and disruption of business relationships. Given our global footprint and reliance on partners and vendors, ensuring adherence to human rights standards is critical to maintaining ethical operations, regulatory compliance, and stakeholder trust. | Risks related to human rights and labour compliance are mitigated through strong policies aligned with international standards, including Tata Code of Conduct and Supplier Code of Conduct. We conduct due diligence, and assessments across operations and the supply chain to ensure compliance with labour laws and human rights requirements. Additionally, awareness programs, grievance redressal mechanisms, and strict enforcement of compliance standards help prevent violations and promote ethical practices across the organisation and its partners. | Positive financial implications: Reducing legal and regulatory risks, enhancing brand reputation, and strengthening relationships with customers, investors, and partners. This builds trust, supports business continuity, and can improve access to global markets and responsible investment, ultimately contributing to stable revenue growth and long-term financial sustainability.  |

Section B



Management and Process Disclosures

This section is aimed at helping businesses demonstrate the structures, policies and processes put in place towards adopting the NGRBC Principles and Core Elements. This includes details on leadership oversight, board-level accountability, and integration of ESG considerations into our business strategy and decision-making. We also disclose our policy framework, stakeholder engagement mechanisms, and due diligence processes, demonstrating how sustainability principles are embedded across our operations and value chain.

| Material Topics  | IR Capitals                 | Stakeholders   | SDGs |
|--|-----------------------------|--|------|
| <ul style="list-style-type: none"> <li>Corporate governance, ethics and transparency</li> <li>Regulatory compliance</li> </ul> | Human Capital<br>Governance | <b>External:</b> Investors, Suppliers, Community, Shareholders<br><b>Internal:</b> Employees |      |

| Disclosure Questions   | P1 | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 |
|--|----|----|----|----|----|----|----|----|----|
| <b>Policy and management processes<sup>18</sup></b>  |    |    |    |    |    |    |    |    |    |
| <b>1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)</b>  |    |    |    |    |    |    |    |    |    |
| Yes. Policies are updated on our <a href="#">website</a> and are reviewed periodically by the respective business units. The various policies with NGRBC mapping are listed below with its link. |    |    |    |    |    |    |    |    |    |
| <a href="#">Acceptable use</a>   |    |    |    |    |    |    |    |    | ✓  |
| <a href="#">Anti-corruption Policy</a>   | ✓  |    |    |    |    |    | ✓  |    |    |
| <a href="#">Anti-Human Trafficking and Modern-day Slavery statement</a>  |    |    | ✓  |    | ✓  |    |    |    |    |
| <a href="#">Board Diversity Policy</a>   | ✓  |    | ✓  |    |    |    |    |    |    |
| <a href="#">Business and Human Rights Policy</a>   |    |    | ✓  | ✓  | ✓  |    |    |    |    |
| <a href="#">Cookies</a>  |    |    |    |    |    |    |    |    | ✓  |
| <a href="#">CSR Policies</a>   |    |    |    |    |    |    |    | ✓  |    |
| <a href="#">Customer Service Chatbot Terms of Service</a>  |    |    |    | ✓  | ✓  |    |    |    | ✓  |
| <a href="#">Dignity in the Workplace</a>   |    |    | ✓  | ✓  | ✓  |    |    |    |    |
| <a href="#">Dividend Distribution Policy</a>   | ✓  |    |    | ✓  |    |    |    |    |    |
| <a href="#">Environment Policy</a>   |    | ✓  |    |    |    | ✓  |    |    |    |
| <a href="#">Global Network Management Policy</a>   |    |    |    | ✓  |    |    |    |    | ✓  |
| <a href="#">Material Events Policy</a>   | ✓  |    |    | ✓  |    |    |    |    |    |
| <a href="#">Material Subsidiary Policy</a>   | ✓  |    |    | ✓  |    |    |    |    |    |
| <a href="#">Network Shutdown Policy</a>  | ✓  |    |    | ✓  |    |    | ✓  |    | ✓  |
| <a href="#">Occupational Health and Safety Policy</a>  |    |    | ✓  | ✓  |    |    |    |    |    |
| <a href="#">Prevention of Sexual Harassment Charter</a>  |    |    | ✓  |    | ✓  |    |    |    |    |
| <a href="#">Privacy</a>  |    |    |    | ✓  |    |    |    |    | ✓  |
| <a href="#">Supplier Code of Conduct</a>   |    | ✓  | ✓  | ✓  | ✓  |    |    |    |    |
| <a href="#">Sustainable Supply Chain Policy</a>  |    | ✓  |    |    |    | ✓  |    |    |    |
| <a href="#">Tata Code of Conduct</a>   | ✓  | ✓  | ✓  | ✓  | ✓  |    |    | ✓  | ✓  |
| <a href="#">Terms of use</a>   |    |    |    |    |    |    |    |    | ✓  |
| <a href="#">Whistleblower Policy</a>   | ✓  |    | ✓  | ✓  | ✓  |    | ✓  |    | ✓  |
| <a href="#">RPT Policy</a>   | ✓  |    |    | ✓  |    |    |    |    |    |

<sup>18</sup>GRI 2-23

| Disclosure Questions   | P1   | P2  | P3  | P4  | P5  | P6  | P7  | P8  | P9  |
|--|--|-----|-----|-----|-----|-----|-----|-----|-----|
| 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  | In accordance with the Company’s Delegation of Powers (DoP) Policy, the authority to approve internal corporate policies has been sub-delegated by the Board to the respective Business and Functional Heads. Consequently, all internal policies listed have been approved under these delegated powers. Policies that require explicit Board approval under applicable laws continue to be reviewed and approved by the Board.                         |     |     |     |     |     |     |     |     |
| 2. Whether the entity has translated the policy into procedures. (Yes / No) <sup>19</sup>  | Yes  | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes |
| 3. Do the enlisted policies extend to your value chain partners? (Yes/No)  | Yes  | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes |
| 4. Name of the national and international codes/certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle. | Tata Communications adopts and complies with a variety of national and international standards on ESG and Sustainability, as applicable. Some important certifications are listed below and mapped with NGRBC principles:  |     |     |     |     |     |     |     |     |
|  | P1   | P2  | P3  | P4  | P5  | P6  | P7  | P8  | P9  |
| ISO 14000  |  | ✓   |     | ✓   |     | ✓   |     |     |     |
| ISO 45000  |  | ✓   | ✓   | ✓   |     |     |     |     |     |
| ISO 27000  | ✓  |     |     | ✓   | ✓   |     |     |     | ✓   |
| ISO 22301  |  | ✓   |     | ✓   |     |     |     |     | ✓   |
| ISO 9001   |  |     |     | ✓   |     | ✓   |     |     | ✓   |
| SBTi   |  | ✓   |     |     |     | ✓   |     |     |     |
| UNGC   |  | ✓   | ✓   | ✓   | ✓   |     |     |     |     |
| GPTW   | ✓  |     | ✓   | ✓   | ✓   |     |     |     |     |
| 5. Specific commitments, goals, and targets set by the entity with defined timelines, if any.  | <p><b>Long Terms Goals:</b></p> <ol style="list-style-type: none"> <li>Carbon Neutral by FY 2030 and Net Zero by 2035</li> <li>Reduce absolute scope 1 and 2 GHG Emissions by FY2030</li> <li>Enable customer GHG emissions avoidance equivalent to 20x of Tata Communications' operational emissions by FY 2027</li> <li>20% Reduction in fresh water consumption by FY 2030 (Base year: FY 2022)</li> <li>Zero Waste to Landfill by FY 2027</li> </ol> |     |     |     |     |     |     |     |     |

<sup>19</sup>GRI 2-24

| Disclosure Questions  | P1  | P2 | P3 | P4 | P5 | P6            | P7                                     | P8 | P9 |
|---|---|----|----|----|----|---------------|--|----|----|
| 6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.   | <b>Environmental Goals</b>  |    |    |    |    | <b>Status</b> | <b>Performance</b>                     |    |    |
|   | Climate Change: Carbon Neutral by FY 2030, and NetZero by 2035  |    |    |    |    | On Track      | Ongoing                                |    |    |
|   | Water: 20% Water Consumption Reduction by FY 2030 (Base year: FY 2020)  |    |    |    |    | On Track      | 18% reduction in consumption           |    |    |
|   | Waste: Zero Waste to Landfill by FY 2027  |    |    |    |    | On Track      | 98% recycling achieved                 |    |    |
|   | Engage with top 80% Strategic Suppliers on Climate Action Framework   |    |    |    |    | On Track      | Supplier engagement programs initiated |    |    |
|   | <b>Social Goals</b>   |    |    |    |    |               |  |    |    |
|   | Diversity & Inclusion: Enhance diversity to 27.5% by FY 2026  |    |    |    |    | 93% Completed | Ongoing                                |    |    |
|   | Health and Safety: Zero fatalities  |    |    |    |    | Completed     | Zero Fatalities in FY26                |    |    |
|   | Community: Impact 5 million beneficiaries by 2026   |    |    |    |    | Completed     | More than 5 million lives impacted     |    |    |
|   | <b>Governance Goals</b>   |    |    |    |    |               |  |    |    |
|   | Data Protection and Privacy Zero data breach across Tata Communications by FY 2027  |    |    |    |    | On Track      | Ongoing                                |    |    |
|   | Reporting: Ensuring transparent, balanced, and timely disclosures for investors and other stakeholders (Y-o-Y)  |    |    |    |    | Completed     | Reports Published                      |    |    |
| <b>Governance, leadership and oversight<sup>20</sup></b>  |   |    |    |    |    |               |  |    |    |
| 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) | Kindly refer to the 'Message from the Managing Director & CEO' which forms part of the Integrated Annual Report FY 2025-26  |    |    |    |    |               |  |    |    |
| 8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies). <sup>21</sup>   | The Corporate Social Responsibility, Safety and Sustainability Committee ('CSRSSC')<br>Tata Communications Limited<br>Email: <a href="mailto:EOHS@tatacommunications.com">EOHS@tatacommunications.com</a>   |    |    |    |    |               |  |    |    |
| 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. <sup>22</sup>                             | Yes<br>The Corporate Social Responsibility, Safety and Sustainability Committee ('CSRSSC') of the Board of Directors is responsible for decision making on sustainability related issues.<br>For more details on the CSRSSC, kindly refer to the Corporate Governance Report which forms part of this Integrated Annual Report. |    |    |    |    |               |  |    |    |

<sup>20</sup>GRI 2-22  
<sup>21</sup>GRI 2-13  
<sup>22</sup>GRI 2-9

**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  | The adequacy and effectiveness of the Company's policies are periodically evaluated by the respective departments and business unit heads, as well as by the Board Committees. These reviews are conducted in consultation with relevant stakeholders, wherever necessary, to ensure alignment and robustness. Most Recent policy review was conducted in Q4 of FY 2025-26 across identified business units. |    |    |    |    |    |    |    |    | On a periodic basis upon requirement.                                    |    |    |    |    |    |    |    |    |
| Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances <sup>23</sup> | The Company is in compliance with the existing regulations as applicable and a Statutory Compliance Certificate on applicable laws is maintained and presented to the Board on a quarterly basis.  |    |    |    |    |    |    |    |    |  |    |    |    |    |    |    |    |    |

| 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. <sup>24</sup> | P1  | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 |
|---|---|----|----|----|----|----|----|----|----|
|   | Yes, the policy framework and implementation of the BRSR core principles for FY 2025-26 have been independently reviewed and assured by a third party (M/s. BSI Group India Private Limited). Additionally, the Company undergoes evaluation by Tata Group TBEM assessors under the Tata Business Excellence Model ("TBEM"), which is derived from the Malcolm Baldrige National Quality Award framework of the United States. As part of this assessment, qualified external assessors comprehensively review critical business processes, policies, and their effectiveness against industry best practices and Tata Group standards. Further, Tata Communications holds certifications under several national and international standards, such as ISO 14001, ISO 45001, and ISO 27001. These certifications involve independent external assessments, including a review of the Company's policies. |    |    |    |    |    |    |    |    |

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

| Questions   | P1             | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 |
|---|----------------|----|----|----|----|----|----|----|----|
| The entity does not consider the Principles material to its business (Yes/No)   |                |    |    |    |    |    |    |    |    |
| The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No) |                |    |    |    |    |    |    |    |    |
| The entity does not have the financial or/human and technical resources available for the task (Yes/No)                         | Not Applicable |    |    |    |    |    |    |    |    |
| It is planned to be done in the next financial year (Yes/No)  |                |    |    |    |    |    |    |    |    |
| Any other reason (please specify)   |                |    |    |    |    |    |    |    |    |

<sup>23</sup>GRI 2-27  
<sup>24</sup>GRI 2-5

Section C



Principle Wise Performance Disclosure

This section presents Tata Communications' principle-wise performance disclosures aligned with the National Guidelines on Responsible Business Conduct ('NGBRC'). The section outlines the Company's policies, management approaches, governance mechanisms, targets, and performance across key environmental, social, and governance ('ESG') topics covered under the nine principles. Through these disclosures, Tata Communications demonstrates its commitment to ethical business conduct, sustainable value creation, employee well-being, human rights, environmental stewardship, responsible supply chain management, customer value, and inclusive growth. The information reported in this section provides stakeholders with a comprehensive view of how sustainability considerations are integrated into the Company's strategy, operations, and decision-making processes.

PRINCIPLE 1



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

At Tata Communications, ethical conduct underpins our core business principles and is integral to sustainable value creation. This commitment is reinforced through the 'Tata Code of Conduct ('TCoC'),' which guides all employees and stakeholders to uphold integrity, transparency, and openness in their actions. The principles of the TCoC extend across employees, leadership, Board members, suppliers, contractors, and other business partners.

Tata Communications continues to strengthen governance oversight, ethics management systems, compliance frameworks, whistleblower mechanisms, and risk management processes to proactively address evolving business, regulatory, technology, cybersecurity, and stakeholder expectations. The Company's governance framework is supported through:

- Board and Board Committee oversight
- Enterprise risk management mechanisms
- Ethics and compliance governance structures
- Internal controls and audit processes
- Whistleblower and grievance redressal mechanisms
- Anti-corruption and conflict of interest frameworks
- Responsible procurement and value chain governance
- Data privacy and cybersecurity governance

The Company also continues to strengthen awareness, accountability, and leadership engagement across governance and ethics priorities through periodic training, policy communication, leadership messaging, compliance certifications, and ethics awareness initiatives.

| Material Topics  | IR Capitals   | Stakeholders   | SDGs |
|--|---|--|------|
| <ul style="list-style-type: none"> <li>• Corporate governance, ethics and transparency</li> <li>• Economic Performance</li> <li>• Regulatory Compliance</li> </ul> | <ul style="list-style-type: none"> <li> Human Capital</li> <li> Social and Relationship Capital</li> <li> Financial Capital</li> <li> Governance</li> </ul> | <p><b>External:</b> Investors, Suppliers, Regulators, Shareholders</p> <p><b>Internal:</b> Employees</p> |      |

## Essential Indicators

### 1. Percentage coverage by training and awareness programmes on any of the Principles during the financial year:<sup>25</sup>

Tata Communications conducts periodic awareness programmes, policy communication sessions, leadership interactions, compliance certifications, and capability-building initiatives across employees, leadership teams, and identified value chain partners to strengthen awareness relating to ethical conduct, responsible business practices, information security, occupational health & safety, human rights, anti-corruption, and sustainability priorities. Training programmes are delivered through digital learning platforms, instructor-led workshops, compliance certifications, leadership engagement forums, functional awareness campaigns, mandatory induction programmes and periodic refresher trainings.

The scope, frequency, and applicability of such programmes vary based on employee role, business function, risk exposure, regulatory requirements, and operational relevance.

| 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                 | 9  | 1) Tata Code of Conduct (P1,P2, P3, P4, P5, P8)<br>2) Prevention of Sexual Harassment (P1, P3, P4, P5)<br>3) Data Protection and Privacy (P4, P9)<br>4) Organisational Strategy, Governance and Risk management (P1, P2, P4)<br>5) Sustainability & ESG initiatives (P2, P4, P6)<br>6) CSR (P8)<br>7) Cyber Security (P4, P9)<br>8) Risk Management (P1, P4)<br>9) Litigation (P1, P4)  | 100  |
| Key Managerial Personnel           | 11   | 1) Tata Code of Conduct (P1,P2, P3, P4, P5, P8)<br>2) Prevention of Sexual Harassment (P1, P3, P4, P5)<br>3) Data Protection and Privacy (P4, P9)<br>4) Organisational Strategy, Governance and Risk management (P1, P2, P4)<br>5) Sustainability & ESG initiatives (P2, P4, P6)<br>6) Cyber Security (P2, P4, P9)<br>7) Risk Management (P4)<br>8) Litigation (P1, P4)<br>9) Supply Chain Management (P2, P4, P3, P5, P6, P9)<br>10) Human Rights (P1, P5)<br>11) Employee Well being (P3, P5, P4) | 100  |
| Employees* other than BoD and KMPs | 37   | 1) Ethics and Transparency (P1,P3,P4, P5),<br>2) Health & Safety (P3,P4),<br>3) Skill Development (P1, P3, P5),<br>4) Tata Code of Conduct (P1,P2,P3,P4,P5,P8,P9)<br>5) Dignity in the Workplace (P1,P3,P4,P5)<br>6) Data Privacy & Cybersecurity Awareness (P4, P9)<br>7) Prevention of Sexual Harassment at work (P3,P4,P5)<br>8) Environment and Sustainability (P2,P6)<br>9) Business and Human Rights (P4, P5)   | 100  |

<sup>25</sup>GRI 2-17

| 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 |
|-----------|--|--|--|
| Workers** | 2077   | 1) First Aid (P3,P4),<br>2) Working in confined spaces (P3,P4)<br>3) Working at height (P3,P4)<br>4) Health and safety induction (P2,P3,P4)<br>5) HR policies for temp/ contractual workers (P1, P2, P3, P4, P5) | 100  |

**Note:**

- \*For Employees only mandatory topics have been listed with 100% coverage. Apart from the listed topics, employees are encouraged to attend training sessions pertaining to respective business units and functions.
  - \*\*Workers refer to the contractual workers hired via a third party for daily or time bound site level operational work at the major facilities. These personnel are provided training related to HR policies, health & safety and environmental aspects. Multiple sessions have been conducted for the mentioned topics for the workers over the year.
2. Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year, in the following format (Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity’s website):<sup>26</sup>

During FY 2025-26, there were no material monetary or non-monetary penalties, fines, settlements, compounding fees, or enforcement actions requiring disclosure under Regulation 30 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015.

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

| Non-Monetary |                 |   |     |                   |  |
|--------------|-----------------|---|-----|-------------------|--|
|              | NGRBC Principle | Name of the regulatory/ enforcement agencies/ judicial institutions |     | Brief of the Case | Has an appeal been preferred? (Yes/No) |
| Imprisonment |                 |   |     |                   |  |
| Punishment   |                 |   | NIL |                   |  |

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 |
|--------------|---|
|              | Not Applicable  |

<sup>26</sup>GRI 2-27

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.<sup>27</sup>

Yes, Tata Communications' Anti-Corruption Policy is intended to convey the Company's commitment to preventing corruption and money laundering, while ensuring that employees and third-party representatives—such as sales consultants, agents, channel partners, strategic partners, and resellers—clearly understand the scope and applicability of relevant anti-corruption laws. The policy outlines the concepts of corruption and money laundering, their potential impact on the business, and the measures in place to address them. It further translates these principles into practical processes and procedures, specifying the actions required for compliance. The policy is publicly accessible on the Company's [website](#).

5. Number of Directors/KMPs/employees/workers against whom disciplinary action was taken by any law enforcement agency for the charges of bribery/ corruption:<sup>28</sup>

|           | 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:<sup>29</sup>

The Board of Directors and Key Management Personnels of Tata Communications adhere to the applicable provisions of the Companies Act, 2013 and the Company's governance framework with respect to disclosure and management of conflicts of interest. Directors and KMPs are required to make necessary disclosures of their interests and recuse themselves from discussions or decision-making, wherever applicable. During the reporting period, no cases of conflict of interest involving Directors and KMPs were reported.

|  | 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        | NIL    | NIL        | NIL    |
| Number of complaints received in relation to issues of Conflict of Interest of the KMPs      | NIL        | NIL    | NIL        | NIL    |

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 as per the above disclosures

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 accounts payables | 46         | 36         |

**Note:** Trade payable are excluding accrued expenses

<sup>27</sup>GRI 205-2

<sup>28</sup>GRI 205-3

<sup>29</sup>GRI 2-15

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                                 | 11   | 7          |
|                            | b. Number of trading houses where purchases are made from                                | 37   | 43         |
|                            | c. Purchases from top 10 trading houses as % of total purchases from trading houses      | 83   | 94         |
| Concentration of Sales     | a. Sales to dealers /distributors as % of total sales                                    | Tata Communications primarily operates through a direct B2B engagement model and delivers services directly to enterprise customers, digital businesses, service providers, and institutional clients. Accordingly, the conventional dealer / distributor sales model has limited applicability to the Company’s business operations |            |
|                            | b. Number of dealers / distributors to whom sales are made                               |  |            |
| Share of RPTs              | a. Purchases (Purchases with related parties / Total Purchases)                          | 5%   | 5%         |
|                            | b. Sales (Sales to related parties / Total Sales)  | 8%   | 9%         |
|                            | c. Loans & advances (Loans & advances given to related parties / Total loans & advances) | 3%   | 6%         |
|                            | d. Investments (Investments in related parties / Total Investments made)                 | 87%  | 60%        |

**Note:**

1. Purchases include network & transmission expenses, services received, and brand equity & brand promotion expenditure as disclosed under related party disclosures in financial statements. Total purchases exclude capital expenditure purchases.
2. Sales include revenue from operations.
3. Loans & advances include advances to contractors and vendors categorised as related parties.
4. Partners, distributors, and resellers have been considered under trading houses for reporting purposes.

**Leadership Indicators**

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

Tata Communications continues to strengthen responsible business conduct and sustainability integration across its value chain through periodic supplier engagement, awareness programmes, ESG assessments, and capability-building initiatives.

During FY 2025-26, the Company conducted supplier engagement and awareness sessions focused on Sustainable Supply Chain Framework, ESG assessment expectations, Supplier Code of Conduct, Climate Action Framework, Responsible sourcing practices. These programmes are intended to strengthen supplier awareness relating to Environmental stewardship, Human rights, Labour practices, Occupational health & safety, Ethical business conduct, Climate action and Responsible governance.

The Company continues to progressively strengthen supplier ESG engagement mechanisms using a risk-based and strategic supplier prioritisation approach.

**Note:** Supplier engagement coverage currently prioritises strategic suppliers and identified high-impact categories based on business value, operational criticality, and ESG relevance.

| Total number of awareness programmes held | Topics / principles covered under the training  | %age of value chain partners covered (by value of business done with such partners) under the awareness programmes |
|---|---|--|
| 1   | 1) Tata Communications' Sustainable Supply Chain Framework (P2, P4, P5, P6, P9)<br>2) ESG Assessment overview (P1, P2, P4,P6, P9)<br>3) Supplier code of conduct (P1, P2, P3, P4, P5, P6, P9)<br>4) Implementation of Climate Action Framework (P2, P4, P6) | 27.6 (29 out of 105 suppliers attended the session)  |

**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.<sup>30</sup>**

Tata Communications adheres to the Tata Code of Conduct ('TCoC'), which mandates that Board members and employees avoid any business, relationship, or activity that could conflict with the interests of the Company or the Tata Group. Key mechanisms include:

- Disclosure Obligations: Board members must disclose any potential conflicts of interest.
- Recusal from Decision-Making: Individuals with a conflict are required to abstain from related discussions and decisions.
- Oversight Mechanisms: Governance structures such as the Audit Committee and the Board oversee conflict management.
- Related Party Transactions Policy: This policy ensures that transactions involving related parties are identified, assessed, and conducted transparently and in compliance with regulatory standards.

These measures collectively ensure ethical governance and protect stakeholder interests.

PRINCIPLE 2

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

At Tata Communications, sustainability, operational resilience, responsible innovation, and service reliability are embedded across the design, delivery, and management of our digital infrastructure and technology services. The Company drives responsible sourcing and value chain sustainability through its Sustainable Supply Chain Policy, Sustainable Supply Chain Framework, and Supplier Code of Conduct, which establish expectations on ethical business practices, environmental stewardship, ethical business conduct, occupational health and safety, human rights, and regulatory compliance for suppliers and partners.

To strengthen ESG governance across the supply ecosystem, Tata Communications integrates ESG assessments and risk-based due diligence into supplier onboarding and evaluation processes, particularly for identified high-value suppliers. The Company also engages suppliers through capability-building initiatives and its Supply Chain Climate Action Framework, encouraging suppliers to measure greenhouse gas emissions, participate in climate disclosures, and adopt science-based emission reduction targets for decarbonisation. Through these initiatives, Tata Communications continues to enhance sustainable procurement, supplier accountability, climate resilience, and long-term operational sustainability across its value chain.

| Material Topics  | IR Capitals  | Stakeholders  | SDGs |
|--|--|---|------|
| <ul style="list-style-type: none"> <li>• Climate change</li> <li>• Resource management and environmental conservation</li> <li>• Supply chain management</li> <li>• R&amp;D and innovation</li> <li>• Regulatory Compliance</li> </ul> | <ul style="list-style-type: none"> <li> Manufactured and Intellectual Capital</li> <li> Social and Relationship Capital</li> <li> Financial Capital</li> <li> Natural Capital</li> </ul> | <p><b>External:</b> Investors, Suppliers, Regulators,</p> <p><b>Internal:</b> Employees</p> |      |

<sup>30</sup>GRI 2-15

**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.**

Tata Communications continues to strengthen investments in sustainability-focused operational improvements, resource efficiency initiatives, renewable energy transition, environmental infrastructure enhancement, and operational resilience programmes across its facilities and infrastructure operations.

|       | FY 2025-26   | FY 2024-25    | Details of improvements in environmental and social impacts   |
|-------|--------------|---------------|---|
| R&D   | ₹93,94,000   | ₹3,54,12,086  | Investments-related to operational expenditure incurred towards studies, assessments, and initiatives relating to water resource management, renewable energy transition, energy efficiency, and environmental performance improvement across operations which elevate the environmental and social footprint in a positive manner. |
| Capex | ₹9,68,82,000 | ₹11,23,00,349 | Investments relating to rainwater harvesting systems, sewage treatment infrastructure, organic waste composting units, water efficiency systems, renewable energy projects, and operational energy efficiency initiatives.  |

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

Yes. Tata Communications drives sustainable sourcing through our Sustainable Supply Chain Framework by integrating environmental, social, and governance ('ESG') criteria into supplier selection, onboarding, and performance evaluation processes. We conduct due diligence and risk assessments to identify and mitigate sustainability-related risks, while requiring suppliers to adhere to our Supplier Code of Conduct. Through regular monitoring, assessments, and capacity-building initiatives, we work closely with our partners to improve their sustainability performance, ensuring responsible sourcing and strengthening resilience across our value chain. For new suppliers exceeding a predefined threshold value, we conduct comprehensive ESG due diligence and incorporate ESG performance into the evaluation process by assigning a 5% weightage to ESG scores as part of the overall onboarding criteria. The Company continues to strengthen supplier governance mechanisms progressively across strategic and high-impact supplier categories using a risk-based prioritisation approach.

**b. If yes, what percentage of inputs were sourced sustainably?<sup>31</sup>**

Strategic suppliers covered under Tata Communications' Sustainable Supply Chain Framework contributed approximately 52% of the overall procurement spend during FY 2025-26.

**Note:** The sustainable sourcing coverage currently prioritises strategic and identified high-impact suppliers based on procurement value, operational criticality, ESG relevance, and risk exposure. Supplier ESG coverage and assessment maturity are expected to progressively expand over time in line with operational priorities and governance enhancement initiatives.

**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.<sup>32</sup>**

Not Applicable. Tata Communications primarily operates as a digital infrastructure and technology services provider and does not manufacture or sell consumer-facing tangible products requiring end-of-life product reclamation, recycling, or disposal processes under conventional manufacturing-sector applicability.

**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. Hazardous wastes such as e-waste and battery wastes are disposed as per the regulations under EPR with CPCB registered recycling vendors on an annual basis.

| Extended Producer Responsibility- CPCB Guidelines |   |
|---|---|
| 1. E-waste Management Rules 2023                  | In compliance with the regulations                        |
| 2. Plastic Waste Management Rules 2024            | Not Applicable based on current operational applicability |
| 3. Battery Waste Management Rules 2024            | In compliance with the regulations                        |

<sup>31</sup>GRI 308-1

<sup>32</sup>GRI 306-2

**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:<sup>33</sup>**

Not Applicable. Tata Communications is a digital solutions provider and does not manufacture any tangible products hence the life-cycle approach is not applicable to the Company's offerings.

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

As a service industry, this indicator is not applicable to us.

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 / Services | Description of the risk / concern | Action Taken |
|----------------------------|-----------------------------------|--------------|
|----------------------------|-----------------------------------|--------------|

Tata Communications is a digital solutions provider. Hence, this indicator is not reported as no social or environmental concerns are associated with the use of the Company's offerings.

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 2025-26   | FY 2024-25 |

As a digital solutions provider, Tata Communications does not engage in manufacturing or use significant production-based raw materials in its service delivery. Therefore, the percentage of recycled or reused input material by value used in providing services is not applicable.

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

|                                | FY 2025-26   |          |                 | FY 2024-25   |          |                 |
|--------------------------------|--|----------|-----------------|--|----------|-----------------|
|                                | Re-Used  | Recycled | Safely Disposed | Re-Used  | Recycled | Safely Disposed |
| Plastics (including packaging) | Not Applicable.  |          |                 | Not Applicable.  |          |                 |
| E-waste                        | Tata Communications does not manufacture or sell physical products or packaging materials requiring end-of-life reclamation under the scope applicable to this disclosure. |          |                 | Tata Communications does not manufacture or sell physical products or packaging materials requiring end-of-life reclamation under the scope applicable to this disclosure. |          |                 |
| Hazardous waste                |  |          |                 |  |          |                 |
| Other waste                    |  |          |                 |  |          |                 |

<sup>33</sup>GRI 306-2

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 |
|---|---|
| Tata Communications primarily delivers digital infrastructure, connectivity, cloud, and technology services and does not operate through a conventional product manufacturing and packaging model. Therefore this metric is not applicable. |   |

PRINCIPLE 3



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

Tata Communications actively engages with businesses that respect and promote the well-being of all employees, including those across our value chain, by embedding human rights, health, safety, and fair labour practices into our supplier expectations. The Company remains committed to fostering a safe, inclusive, equitable, and enabling workplace environment that supports employee well-being, professional growth, diversity, ethical conduct, and human dignity. Through our Supplier Code of Conduct, due diligence processes, and periodic assessments, we ensure that partners uphold safe working conditions, fair treatment, and employee welfare standards. We also drive awareness and capacity-building initiatives to support suppliers in strengthening their practices, fostering a responsible and inclusive value chain.

Tata Communications continues to strengthen workforce governance, employee well-being initiatives, leadership capability-building, safety management systems, and responsible value chain labour practices across its global operations.

| Material Topics   | IR Capitals  | Stakeholders  | SDGs |
|---|--|---|------|
| <ul style="list-style-type: none"> <li>Supply chain management</li> <li>Human rights and labour compliances</li> <li>Diversity and inclusion</li> <li>Human capital development</li> <li>Regulatory Compliance</li> </ul> | <ul style="list-style-type: none"> <li>Social and Relationship Capital</li> <li>Human Capital</li> </ul> | <p><b>External:</b> Investors, Suppliers, Regulators,</p> <p><b>Internal:</b> Employees</p> |      |

Essential Indicators

1. a. Details of measures for the well-being of employees:<sup>34</sup>

Tata Communications provides employee well-being measures and benefits in accordance with applicable laws, internal policies, employment frameworks, and operational practices across relevant jurisdictions. Employee well-being programmes focus on health insurance, Accident insurance, employee assistance programmes, mental well-being support, flexible work arrangements, maternity and parental support, childcare support, occupational health & safety and wellness awareness initiatives.

Benefits and employee well-being coverage may vary across jurisdictions, employee categories, and employment arrangements based on applicable legal requirements, operational practices, and regional policies. For personnel engaged through third-party arrangements, statutory benefits and welfare provisions are primarily managed through the respective employer entities, while Tata Communications continues to monitor compliance requirements applicable to workforce deployed at Company-managed premises.

<sup>34</sup>GRI 401-2, GRI 401-3

| Category                              | % of employees covered by |                  |            |                    |            |                    |           |                     |           |                     |            |
|---------------------------------------|---------------------------|------------------|------------|--------------------|------------|--------------------|-----------|---------------------|-----------|---------------------|------------|
|                                       | Total (A)                 | Health insurance |            | Accident insurance |            | Maternity benefits |           | Paternity Benefits* |           | Day Care facilities |            |
|                                       |                           | No. (B)          | % (B/A)    | No. (C)            | % (C/A)    | No. (D)            | % (D/A)   | No. (E)             | % (E/A)   | No. (F)             | % (F/A)    |
| <b>Permanent employees</b>            |                           |                  |            |                    |            |                    |           |                     |           |                     |            |
| Male                                  | 8,093                     | 8,093            | 100        | 8,093              | 100        | NA                 | NA        | 8,003               | 99        | 8,093               | 100        |
| Female                                | 2,541                     | 2,541            | 100        | 2,541              | 100        | 2,541              | 100       | NA                  | NA        | 2,541               | 100        |
| Other                                 | 1                         | 1                | 100        | 1                  | 100        | NA                 | NA        | NA                  | NA        | 1                   | 100        |
| <b>Total</b>                          | <b>10,635</b>             | <b>10,635</b>    | <b>100</b> | <b>10,635</b>      | <b>100</b> | <b>2,541</b>       | <b>24</b> | <b>8,003</b>        | <b>75</b> | <b>10,635</b>       | <b>100</b> |
| <b>Other than Permanent employees</b> |                           |                  |            |                    |            |                    |           |                     |           |                     |            |
| Male                                  |                           |                  |            |                    |            |                    |           |                     |           |                     |            |
| Female                                |                           |                  |            |                    |            | NA                 |           |                     |           |                     |            |
| <b>Total</b>                          |                           |                  |            |                    |            |                    |           |                     |           |                     |            |

**Note:** The Total (A) details of benefits and well-being measures are provided to Tata Communications permanent employees for India region only. For other than permanent employees, their benefits are covered by their employers, hence marked as not applicable.

\*Paternity benefit is not provided to Non-Executive employees.

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

| Category       | % of workers covered by |                  |         |                    |         |                    |         |                    |         |                     |         |
|----------------|-------------------------|------------------|---------|--------------------|---------|--------------------|---------|--------------------|---------|---------------------|---------|
|                | Total (A)               | Health insurance |         | Accident insurance |         | Maternity benefits |         | Paternity Benefits |         | Day Care facilities |         |
|                |                         | No. (B)          | % (B/A) | No. (C)            | % (C/A) | No. (D)            | % (D/A) | No. (E)            | % (E/A) | No. (F)             | % (F/A) |
| Not Applicable |                         |                  |         |                    |         |                    |         |                    |         |                     |         |

Tata Communications primarily operates through a professional and services-oriented workforce model and does not have a conventional “worker” category under direct payroll arrangements in the manner typically applicable to manufacturing-intensive sectors.

However, the Company continues to monitor statutory compliance, safety governance, and welfare requirements applicable to contractual and third-party workforce personnel deployed across operational sites and facilities.

For personnel engaged through third-party arrangements, statutory benefits and welfare provisions are primarily managed through the respective employer entities, while Tata Communications continues to monitor compliance requirements applicable to workforce deployed at Company-managed premises.

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

|   | FY 2025-26 | FY 2024-25 |
|---|------------|------------|
| Cost incurred on well-being measures as a % of total revenue of the Company | 0.5        | 1          |

**Note:** Well-being measures disclosed above are the benefits provided to the permanent employees of Tata Communications such as employee insurance, maternity and paternity benefits, infant care, health and safety measures, day care facilities etc.

**2. Details of retirement benefits, for Current FY and Previous Financial Year.<sup>35</sup>**

Tata Communications remains committed to complying with applicable statutory retirement benefit obligations for eligible employees in India, including Provident Fund (‘PF’), Gratuity and Employee State Insurance (‘ESI’), where applicable. The Company maintains governance and payroll compliance mechanisms to support timely deduction and deposit of applicable statutory dues with designated authorities.

| 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  | NA   | Y  | 100  | NA   | Y  |
| Gratuity | 100  | NA   | Y  | 100  | NA   | Y  |
| ESI      | As applicable                                      | NA   | Y  | As applicable                                      | NA   | Y  |

**Note:** The above disclosure pertains to Tata Communications' on roll employees (Permanent Employees) for India region only.

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

We recognise the importance of meeting the requirements of the Rights of Persons with Disabilities Act, 2016 and are taking proactive steps to support the needs of individuals with disabilities. Our Company has implemented various measures to provide disabled-accessible infrastructure. In all of the offices and facilities, we have installed:

- Ramps
- Lowered reception desk for wheelchair access
- Evacuation chair
- Automated sliding doors to support mobility
- Tactile flooring and Braille signages
- All gender accessible toilets, fire alarm freshers and accessible guest room

Accessibility enhancement initiatives continue to be progressively reviewed and strengthened across facilities based on operational feasibility, infrastructure considerations, and evolving accessibility requirements.

**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, Tata Communications is an equal opportunity employer and abides by the Tata Code of Conduct ('TCoC'). We provide equal opportunities to all our employees and to all eligible applicants for employment in our Company and do not unfairly discriminate on any ground including race, caste, religion, colour, ancestry, marital status, gender, sexual orientation, age, nationality, ethnic origin, disability, or any other category protected by applicable law. A copy of the TCoC is available [here](#).

**5. Return to work and Retention rates of permanent employees and workers that took parental leave.<sup>36</sup>**

Tata Communications continues to strengthen employee well-being, parental support, flexible work practices, and employee engagement initiatives to support retention and workforce continuity following parental leave.

| Gender | Permanent employees |                |
|--------|---------------------|----------------|
|        | Return to work rate | Retention rate |
| Male   | 100%                | 86%            |
| Female | 105%*               | 100%           |

**Note:** \* The female return-to-work rate exceeding 100% during FY 2025-26 is attributable to employees who availed parental leave during the previous reporting period and resumed work during the current financial year.

There are no categories identified as 'workers' in Tata Communications, hence no details are provided.

<sup>36</sup>GRI 401-3

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.<sup>37</sup>

|                                | Yes/No (If Yes, then give details of the mechanism in brief)  |
|--------------------------------|---|
| Permanent Employees            | Yes, at Tata Communications, the grievance redressal mechanism for employees is embedded within the Whistleblower Policy and the Global Dignity in the Workplace Policy. Employees can raise concerns through multiple channels, including their Manager, Head of Department, Business Unit HR, or any higher authority, in line with the defined procedures under these policies. The Whistleblower Policy is publicly accessible on the Company's website, while the Dignity in the Workplace Policy is available internally via the HR portal. Additionally, concerns related to environment, occupational health, and safety can be reported through a dedicated channel via email at: <a href="mailto:EOHS@tatacommunications.com">EOHS@tatacommunications.com</a> |
| Other than Permanent Employees |   |

**Note:** There are no categories identified as 'workers' in Tata Communications, hence no details are provided.

7. Membership of employees and worker in association(s) or Unions recognised by the listed entity:<sup>38</sup>

| Category                  | FY 2025-26   |  |           | FY 2024-25  |   |           |
|---------------------------|--|--|-----------|---|---|-----------|
|                           | Total employees / workers in respective category (A) | No. of employees / workers in respective category, who are part of association(s) or Union (B) | % (B / A) | Total employees/ workers in respective category (C) | No. of employees/ workers in respective category, who are part of association(s) or Union (D) | % (D / C) |
| Total Permanent Employees | 10,635   | 125  | 1.18      | 11,541  | 147   | 1.27      |
| - Male                    | 8,093  | 84   | 1.04      | 8,758   | 102   | 1.16      |
| - Female                  | 2,541  | 41   | 1.61      | 2,781   | 45  | 1.62      |
| - Other                   | 1  | 0  | 0         | 2   | 0   | 0         |

**Note:** This data is specific to India region only. The number of workers referred to in column B pertains to the non executive employees at Tata Communications who transitioned from VSNL to Tata Communications Limited. Tata Communications does not employ workers on its own payroll.

8. Details of training given to employees and workers:<sup>39</sup>

| Category                   | FY 2025-26 |                               |         |                                    |         | FY 2024-25 |                               |         |                      |         |
|----------------------------|------------|-------------------------------|---------|------------------------------------|---------|------------|-------------------------------|---------|----------------------|---------|
|                            | Total (A)  | On Health and safety measures |         | On Skill upgradation <sup>40</sup> |         | Total (D)  | On Health and safety measures |         | On Skill upgradation |         |
|                            |            | No. (B)                       | % (B/A) | No. (C)                            | % (C/A) |            | No. (E)                       | % (E/D) | No. (F)              | % (F/D) |
| <b>Permanent Employees</b> |            |                               |         |                                    |         |            |                               |         |                      |         |
| Male                       | 9,121      | 2,198                         | 24      | 7,729                              | 85      | 9,941      | 936                           | 9       | 9,618                | 97      |
| Female                     | 2,819      | 39                            | 1       | 2,553                              | 91      | 3,104      | 279                           | 9       | 2,992                | 96      |
| Others                     | 1          | 0                             | 0       | 0                                  | 0       | 2          | 0                             | 0       | 0                    | 0       |

<sup>37</sup>GRI 2-16, GRI 2-25, GRI 2-26

<sup>38</sup>GRI 2-30

<sup>39</sup>GRI 403-5

<sup>40</sup>GRI 404-2

| Category     | FY 2025-26      |                               |           |                                    |           | FY 2024-25    |                               |            |                      |           |
|--------------|-----------------|-------------------------------|-----------|------------------------------------|-----------|---------------|-------------------------------|------------|----------------------|-----------|
|              | Total (A)       | On Health and safety measures |           | On Skill upgradation <sup>40</sup> |           | Total (D)     | On Health and safety measures |            | On Skill upgradation |           |
|              |                 | No.(B)                        | % (B/A)   | No.(C)                             | % (C/A)   |               | No.(E)                        | % (E/D)    | No. (F)              | % (F/D)   |
| <b>Total</b> | <b>11,941</b>   | <b>2,237</b>                  | <b>19</b> | <b>10,282</b>                      | <b>86</b> | <b>13,047</b> | <b>1,215</b>                  | <b>9</b>   | <b>12,610</b>        | <b>97</b> |
|              | <b>Workers*</b> |                               |           |                                    |           |               |                               |            |                      |           |
| Male         | 7,174           | 5,355                         | 75        | Not Reported                       |           | 7,122         | 39,245                        | 100        | Not Reported         |           |
| Female**     | 540             | 540                           | 100       | Not Reported                       |           | 536           | 5,864                         | 100        | Not Reported         |           |
| <b>Total</b> | <b>7,714</b>    | <b>5,895</b>                  | <b>76</b> |                                    |           | <b>7,658</b>  | <b>45,109</b>                 | <b>100</b> |                      |           |

**Note:** This indicator captures the details for on-roll Permanent Employees (FTEs) of Tata Communications global headcount.

\*Workers category includes contractual workers hired for facility and field activities involving H&S interphase. All receive health, safety, and grievance redressal training. The reported data counts total training sessions, including multiple sessions per individual.

**9. Details of performance and career development reviews of employees and worker:<sup>41</sup>**

| Category     | FY 2025-26       |               |            | FY 2024-25    |               |            |
|--------------|------------------|---------------|------------|---------------|---------------|------------|
|              | Total (A)        | No. (B)       | % (B / A)  | Total (C)     | No. (D)       | % (D / C)  |
|              | <b>Employees</b> |               |            |               |               |            |
| Male         | 9,121            | 9,121         | 100        | 9,941         | 9,941         | 100        |
| Female       | 2,819            | 2,819         | 100        | 3,104         | 3,104         | 100        |
| Other        | 1                | 1             | 100        | 2             | 2             | 100        |
| <b>Total</b> | <b>11,941</b>    | <b>11,941</b> | <b>100</b> | <b>13,047</b> | <b>13,047</b> | <b>100</b> |

**Note:** The performance and career development reviews are conducted as part of annual appraisals and quarterly coaching conversation for the permanent employees globally. There are no categories identified as ‘workers’ in Tata Communications, hence no details are provided.

**10. Health and safety management system:<sup>42</sup>**

Tata Communications maintains an Environmental, Occupational Health & Safety (‘EOHS’) Management System aligned with ISO 45001:2018 and Tata Group OHS governance expectations.

The EOHS framework is intended to support workplace safety, risk management, incident prevention operational resilience, employee well-being, contractor safety governance and regulatory compliance

The system currently covers identified major facilities and operational locations across India and select international locations basis the risk and employee strength.

**a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No). If yes, the coverage such system?<sup>43</sup>**

Yes. Tata Communications has implemented ISO 45001 Management system at its 16 major facilities across the globe which includes 10 facilities in India and 6 key international facilities (3 are situated in Canada, 2 in Singapore and 1 in Australia) which covers 100% of the major operating facilities of the Company.

**b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?<sup>44</sup>**

Tata Communications continues to strengthen safety governance and contractor safety management across operations through permit-to-work systems, hazard identification mechanisms, safety audits, behaviour-based safety initiatives, incident reporting & investigations, leadership safety reviews and corrective and preventive action tracking.

<sup>41</sup>GRI 404-3  
<sup>42, 43</sup>GRI 403-1  
<sup>44</sup>GRI 403-2

As a part of our Occupational Health and Safety Management System, all routine and non-routine activities are conducted with proper risk assessment of work-related hazards. All the work-related activities and their associated hazards are identified with suitable controls along with initial and final risk assessment being recorded in the Hazard Identification and Risk Assessment ('HIRA') register.

**c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Y/N)<sup>45</sup>**

Yes, Tata Communications has a robust incident reporting system via an internal app, accessible through QR codes placed across the premises. Employees, contractors, and visitors can easily report hazards, which are reviewed and assigned to designated SPOCs for resolution. Work may be paused in affected areas to ensure safety. This system promotes active stakeholder participation in maintaining a safe work environment.

**d. Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? (Yes/ No)<sup>46</sup>**

Yes, non-occupational medical (ergonomics and mental health) and healthcare services are the critical aspects of employee well-being, especially in our fast-paced industry.

On ergonomics, the Company provides periodic training and awareness to its employees via multiple digital and gamifications tools. The Company has upgraded the necessary infrastructure (chairs, table, adjustable stands & screens) and provides a conducive work environment by providing proper illumination, low noise levels, good ventilation systems, and hygienic food and water.

We also provide access to well-being and mental health resources, such as counseling services and employee assistance programs. Our employee friendly work life policies like part time, flexible work policy and hybrid way of working support employees who may have working challenges as per the Company standard work arrangement/working hours. Additionally, we promote a supportive work culture that emphasises work-life balance, stress management, and open dialogue about mental health issues.

**11. Details of safety related incidents, in the following format:<sup>47</sup>**

| Safety Incident/Number  | Category  | FY 2025-26 | FY 2024-25 |
|---|-----------|------------|------------|
| Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked) | Employees | 0.04       | 0          |
|   | Workers   | 0.14       | 0.047      |
| Total recordable work-related injuries  | Employees | 1          | 1          |
|   | Workers   | 5          | 1          |
| No. of fatalities   | Employees | 0          | 0          |
|   | Workers   | 0          | 0          |
| High consequence work-related injury or ill-health (excluding fatalities)     | Employees | 1          | 0          |
|   | Workers   | 5          | 0          |

**Note:** The workers reported under this category comprises of the contractual workers/ manual labors hired on a daily or time bound basis for site level internal operational work.

**12. Describe the measures taken by the entity to ensure a safe and healthy work place<sup>48</sup>.**

Tata Communications is committed to ensuring a safe and healthy workplace through a comprehensive Environmental, Occupational Health and Safety ('EOHS') Management System aligned with ISO 45001 standards. Key measures include:

- **EOHS Policy & Governance:** Strong governance led by top leadership with regular reviews and updates of safety protocols.
- **Hazard Identification & Reporting:** A digital EOHS app enables real-time reporting of unsafe conditions or near miss incidents via QR codes accessible to employees, contractors, and visitors.
- **Training & Awareness:** Regular safety training, induction programs, mock drills, and targeted awareness campaigns for employees and contract workers.

<sup>45</sup>GRI 403-2

<sup>46</sup>GRI 403-6

<sup>47</sup>GRI 403-9, GRI 403-10

<sup>48</sup>GRI 403-6, GRI 403-2

- **Infrastructure & Controls:** Implementation of safety controls such as ergonomic furniture, proper lighting and ventilation, and safety signage across locations.
- **Emergency Preparedness:** Defined emergency response plans, regular fire and evacuation drills, and first-aid support at all sites.
- **Health & Well-being Initiatives:** Access to mental health resources, employee assistance programs, and nonoccupational medical services. These measures ensure proactive risk mitigation and foster a culture of safety across all operations.

The Company continues to strengthen operational controls, behavioral safety initiatives, infrastructure improvements, and safety awareness across employees and workforce personnel.

13. Number of Complaints on the following made by employees and workers:<sup>49</sup>

| Category           | 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 |
| Working Conditions | 1                     | 1                                     | Under process | 0                     | 0                                     | None    |
| Health & Safety    | 0                     | 0                                     | None          | 0                     | 0                                     | 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% of our 16 major facilities   |
| Working Conditions          |   |

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.<sup>50</sup>

Tata Communications has implemented a structured process for addressing safety-related incidents and occupational health & safety risks across its operations. Corrective actions arising from all Lost Time Injuries ('LTI') and Medical Treatment Injuries ('MTI') were discussed and 100% implemented at respective sites. Key actions included continuous safety trainings for contractual workers across global operations, awareness sessions for employees, strengthening of operational controls, and periodic audits and monitoring activities to prevent recurrence of incidents. Regular assessments, inspections, and reviews are also conducted to identify and address significant health & safety risks and concerns related to working conditions.

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).

Yes, we extend requisite support in the form of ex gratia to the legal heirs of all full-time employees and workers in the event of death during their service with us.

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 of its value chain partners. The administration teams, every month, upload the applicable, verified compliance documents onto the Company's compliance tracking system for central monitoring. The Company's Supply Chain Management team ensures monthly statutory dues are remitted to respective PF / ESI etc., authority by the contractors and proof of the same is produced on a periodic basis.

<sup>49</sup>GRI 2-16, GRI 2-25, GRI 2-26  
<sup>50</sup>GRI 403-10

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:

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

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)<sup>51</sup>

Yes, the Company provides transition assistance support in cases of termination arising from redundancy. In such instances, employees are provided access to a career transition platform that helps them identify potential job roles they can transition into through upskilling and reskilling. The platform recommends suitable job functions, outlines the relevant skills required for those roles, and provides personalised learning recommendations to help employees acquire the necessary competencies.

5. Details on assessment of value chain partners:<sup>52</sup>

|                             | % of value chain partners (by value of business done with such partners) that were assessed |
|-----------------------------|---|
| Health and safety practices | 52% of strategic and preferred value chain partners have been assessed.                     |
| Working Conditions          |   |

Apart from the above highlighted strategic partners, the Company assessed 100% of its contract partners on the applicable Mandatory Safety Standards.

**Note:** Strategic value chain partners are suppliers with whom we share risks and create value together beyond just contracts. Preferred value chain partners are suppliers mainly chosen for high-volume or routine needs, where switching is easy and the focus is on cost, timely delivery, and consistent performance.

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.<sup>53</sup>

During the reporting period, no significant risks were identified in the assessment of suppliers and contractors. Corrective actions and recommendations from assessments are shared with the suppliers and contractors to improve their health and safety practices, supported by periodic training sessions on expected standards.

<sup>51</sup>GRI 404-2

<sup>52</sup>GRI 414-1

<sup>53</sup>GRI 414-2

PRINCIPLE 4



Businesses should respect the interests of and be responsive to all its stakeholders

Tata Communications remains committed to safeguarding stakeholder interests, enhancing shared value, and aligning its business objectives with stakeholder expectations. We engage with stakeholders to capture meaningful feedback, which helps shape strategic decisions and reinforce long-term impact. These structured interactions enable proactive identification and effective resolution of stakeholder concerns.

The stakeholder feedback is integrated into business strategy and planning, sustainability priorities, risk management processes, operational decision-making, governance oversight mechanisms, policy development, community and customer engagement initiatives.

The Company continues to strengthen structured stakeholder engagement mechanisms, transparency practices, and governance oversight to ensure stakeholder perspectives are appropriately considered across business operations and sustainability initiatives.

| Material Topics   | IR Capitals                                  | Stakeholders  | SDGs  |
|---|--|---|---|
| <ul style="list-style-type: none"> <li>Supply chain management</li> <li>Human rights and labour compliances</li> <li>Diversity and inclusion</li> <li>Human capital development</li> <li>Regulatory Compliance</li> </ul> | Social Relationship Capital<br>Human Capital | <b>External:</b> Investors, Suppliers, Regulators, Customers, Community<br><b>Internal:</b> Employees | 1 NO POVERTY<br>5 GENDER EQUALITY<br>8 DECENT WORK AND ECONOMIC GROWTH<br>9 INDUSTRY, INNOVATION AND INFRASTRUCTURE<br>11 SUSTAINABLE CITIES AND COMMUNITIES<br>15 LIFE ON LAND<br>16 PEACE, JUSTICE AND STRONG INSTITUTIONS<br>17 PARTNERSHIPS FOR THE GOALS |

Essential Indicators

1. Describe the processes for identifying key stakeholder groups of the entity.<sup>54</sup>

At Tata Communications, the process to identify stakeholder groups typically follows a structured approach:

- **Mapping the value chain:** Identify all entities that are impacted by or can influence business operations across the value chain.
- **Stakeholder identification:** List internal and external stakeholders such as employees, customers, suppliers, investors, regulators, and communities.
- **Prioritisation:** Assess stakeholders based on their level of influence on the business and the degree to which they are impacted by the Company’s activities.
- **Segmentation:** Group stakeholders into relevant categories to enable targeted engagement.
- **Validation:** Review and validate the stakeholder groups with internal leadership to ensure completeness and alignment with business priorities.

This structured process ensures that all relevant stakeholders are appropriately identified and considered in decision-making and engagement strategies.

These stakeholders— customers, employees, suppliers, investors, regulators, and communities—are engaged regularly through multiple channels and interactions to understand their expectations, concerns, and priorities.

<sup>54</sup>GRI 2-29

2. List of stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group.<sup>55</sup>

| Stakeholder Group          | Whether identified as Vulnerable & Marginalised Group (Yes/No) | Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other  | Frequency of engagement (Annually/ Half yearly/ Quarterly / others - please specify)  | Purpose and scope of engagement including key topics and concerns raised during such engagement   |
|----------------------------|--|--|---|---|
| Customers                  | No   | Targeted customer interaction, feedback sessions, CXO connect, the bid review process, sales and account manager feedback, Gartner peer insights, mailers website, social media platforms etc.     | Continuous:<br>Website, Social Media<br>Annual: Customer Satisfaction Survey, Customer Connect  | <ul style="list-style-type: none"> <li>Understanding customers' data privacy and security requirements</li> <li>Deciding on investments and capabilities in digital technologies to meet customers' requirements</li> <li>Ethical behaviour</li> <li>Customer growth and transformation opportunities</li> <li>Fair business practices and ethical behaviour</li> <li>ESG practice</li> </ul> |
| Employees                  | No   | Town halls, webcasts / webinars, project or operations reviews, video conferences, audio conference calls, ethics week, newsletters, events and quarterly coaching reviews                         | Weekly: Internal News Digest<br>Quarterly: Coaching reviews<br>Annual: Employee Engagement Survey<br>Continuous: Website, intranet, internal communication platforms etc. | <ul style="list-style-type: none"> <li>Training and skill development</li> <li>Capacity building</li> <li>Building a safe work culture and environment</li> <li>Improving Diversity and Inclusion</li> <li>Employee-friendly practices</li> </ul>   |
| Investors and Shareholders | No   | Press releases and press conferences, e-mail advisories, in-person / virtual meetings, investor conferences, non-deal roadshows, conference calls, notices, advertisements, exchange notifications | Quarterly: Financial statements, earnings call, exchange notifications<br>Annual: Annual General Meeting and Annual Report<br>Continuous: <a href="#">Website</a>         | <ul style="list-style-type: none"> <li>Disclosing and generating awareness about Tata Communications' business operations, governance practices, strategy, growth plans and environmental and social risk</li> <li>Addressing investor concerns on various matters</li> </ul>   |

| Stakeholder Group  | Whether identified as Vulnerable & Marginalised Group (Yes/No) | Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other   | Frequency of engagement (Annually/ Half yearly/ Quarterly / others - please specify) | Purpose and scope of engagement including key topics and concerns raised during such engagement   |
|--------------------|--|---|--|---|
| Regulators         | No   | Statutory compliances, filings and meetings, new engagements, conferences, seminars, consultations, surveys, representations on statutory provisions and amendments, participation in public consultation process.        | As needed  | <ul style="list-style-type: none"> <li>• Compliance with corporate law</li> <li>• Good governance</li> <li>• Ethical practices</li> <li>• Society / CSR expenditure</li> <li>• Transparent reporting</li> <li>• National and international agenda</li> </ul>  |
| Communities        | No   | CSR team and partner meets, volunteering, engagement exercises like DRIVE Week, baseline and benchmark studies  | Continuous / As needed   | <ul style="list-style-type: none"> <li>• Job creation</li> <li>• Skill development</li> <li>• Volunteering</li> <li>• SDG implementation -health, school, poverty</li> </ul>  |
| Media and Analysts | No   | Press releases and press conferences, media interviews, e-mail advisories, exchange notifications, media or analyst events, analyst briefings, relationship building meetings, website and social media posts and updates | Quarterly / Annual / As needed   | <ul style="list-style-type: none"> <li>• Company news and updates</li> <li>• Business strategy, milestones, industry recognition</li> <li>• Regulatory and governance issues</li> <li>• Public disclosures and transparent reporting</li> <li>• Future strategy, growth and new products /service launches</li> </ul> |
| Suppliers          | No   | RFIs / RFPs, empanelment process, Transactional meetings, periodic reviews, surveys   | Continuous: Transactional meetings, periodic reviews, surveys                        | <ul style="list-style-type: none"> <li>• Job creation</li> <li>• Ethical practices</li> <li>• Payments</li> <li>• Human rights</li> <li>• Competitive pricing</li> </ul>  |

## 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.**

At Tata Communications, stakeholder consultation on economic, environmental, and social topics is facilitated through structured engagement mechanisms, with oversight at the management and Board levels. While direct consultations with stakeholders may be conducted by relevant management teams and business units that are directly communicating with the stakeholder groups; the key insights, risks, and concerns emerging from these engagements are systematically consolidated and reported to the Board through periodic reviews, ESG updates, and committee meetings. This ensures that stakeholder feedback is effectively integrated into strategic decision-making, risk management, and governance processes at the highest level.

- 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, at Tata Communications, stakeholder consultation is a key input for identifying and managing environmental and social topics. Through structured engagements with customers, employees, suppliers, investors, and communities, we gather insights on key concerns such as climate impact, resource efficiency, data privacy, employee well-being, and responsible sourcing. These inputs are systematically analysed and incorporated into our materiality assessment to prioritize the most relevant ESG issues. The identified topics are then integrated into our policies, risk management frameworks, and operational initiatives, enabling us to proactively address stakeholder expectations and strengthen our sustainability performance.

### Stakeholder-led Improvements at Tata Communications

- Feedback from investors, rating agencies, and regulators contributed towards strengthening governance disclosures, ESG transparency, and sustainability reporting practices.
- Customer expectations relating to cybersecurity, operational resilience, and responsible digital infrastructure have informed investments in technology capabilities, governance mechanisms, and security frameworks.
- Supplier and customer engagement on sustainability and climate-related priorities supported the development and implementation of the Sustainable Supply Chain Framework, ESG supplier assessments, and climate action initiatives.
- Employee engagement feedback has informed initiatives relating to workplace well-being, learning development, diversity & inclusion, flexible work practices, and employee experience enhancement.

These examples reflect the Company's efforts to integrate stakeholder expectations into governance processes and long-term sustainability planning.

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

At Tata Communications, we engage with vulnerable and marginalised stakeholder groups through structured initiatives, including community development programs and the Tata Affirmative Action Plan ('TAAP'). Through these engagements, we identify key challenges related to education, employment, digital inclusion, and livelihoods. Based on these insights, we implement targeted interventions such as digital literacy programs, skill development initiatives, and improved access to connectivity in underserved communities. Under TAAP, we specifically focus on enhancing opportunities for underprivileged sections of society through employment, entrepreneurship, education, and employability initiatives. These efforts ensure that the concerns of marginalised groups are systematically addressed, fostering inclusive growth and equitable development.

Additionally, we leverage our expertise of professionals to support the communities through the Global Employee Volunteering Program ('GEVP'), a multi-stakeholder employee volunteering program which is designed to create maximum impact through collaborations and aligned with organisational imperatives.

**PRINCIPLE 5**



**Businesses should respect and promote human rights**

At Tata Communications, upholding human rights is a fundamental part of our business ethos and is embedded across our policies, processes, and operational practices. As an organisation committed to equal opportunity, we respect and promote the fundamental rights of our employees, including freedom of association, expression, and non-discrimination, in alignment with globally recognised human rights principles.

We reinforce this commitment through our governance framework and publicly available policies, including Tata Code of Conduct, which integrate respect for human dignity and ethical practices across our operations and value chain.

| Material Topics  | IR Capitals                                  | Stakeholders   | SDGs |
|--|--|--|------|
| <ul style="list-style-type: none"> <li>Supply chain management</li> <li>Human rights and labour compliances</li> <li>Human capital development</li> <li>Corporate governance, ethics and transparency</li> </ul> | Social Relationship Capital<br>Human Capital | <b>External:</b><br>Suppliers, Community<br><br><b>Internal:</b> Employees | <br> |

**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:<sup>41</sup>**

Tata Communications continues to strengthen awareness and capacity-building on human rights, ethical conduct, workplace dignity, and responsible business behaviour across its workforce and identified value chain personnel. Training and awareness programmes are delivered through E-learning modules, Compliance training platforms, Employee induction programmes, Leadership communication

Key training themes includes Business & Human Rights, Tata Code of Conduct, Dignity in the Workplace, Anti discrimination and inclusion, Workplace ethics, Responsible business conduct, POSH awareness and Human rights expectations across the value chain

| Category               | 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) |
| <b>Employees</b>       |               |  |           |               |  |           |
| Permanent              | 11,941        | 9,707                                  | 81        | 13,047        | 12,724                                 | 98        |
| Other than permanent   | 2,644         | 2,492                                  | 94        | 3,926         | 37                                     | 1         |
| <b>Total Employees</b> | <b>14,585</b> | <b>12,199</b>                          | <b>84</b> | <b>16,973</b> | <b>12,761</b>                          | <b>75</b> |

**Note:**

- The above disclosure pertains to global employee and contractual workforce headcount covered under identified human rights and ethics-related training programmes.
- The significant increase in training coverage for “other than permanent employees” during FY 2025-26 reflects enhanced onboarding, awareness initiatives, and expanded training outreach across identified contractual workforce categories.
- Training applicability and participation may vary depending on role, geography, contractual arrangement, operational relevance, language requirements, and workforce accessibility considerations.

## 2. Details of minimum wages paid to employees and workers, in the following format:<sup>56</sup>

Tata Communications is committed to fair compensation practices and compliance with applicable wage-related laws and regulations across relevant jurisdictions. For employees covered under this disclosure, the Company maintains compensation structures aligned with applicable labour laws and evolving regulatory requirements, statutory wage and social security requirements, employment agreements and contractual obligations, internal compensation and benefits frameworks, industry benchmarks and market practices.

In line with the evolving labour law landscape in India, including the recently introduced Labour Codes, the Company continues to review and progressively align its compensation and workforce structuring practices, including wage composition, social security applicability, and workforce classification frameworks, wherever applicable. This exercise is being undertaken in a phased and compliant manner to ensure alignment with regulatory expectations while maintaining operational effectiveness and employee well-being.

The disclosures below pertain primarily to permanent employees within India operations, based on applicability under relevant wage regulations.

| Category                    | FY 2025-26 |                       |         |                        |         | FY 2024-25 |                       |         |                        |         |
|-----------------------------|------------|-----------------------|---------|------------------------|---------|------------|-----------------------|---------|------------------------|---------|
|                             | Total (A)  | Equal to Minimum Wage |         | More than Minimum Wage |         | Total (D)  | Equal to Minimum Wage |         | More than Minimum Wage |         |
|                             |            | No. (B)               | % (B/A) | No. (C)                | % (C/A) |            | No. (E)               | % (E/D) | No. (F)                | % (F/D) |
| <b>Employees</b>            |            |                       |         |                        |         |            |                       |         |                        |         |
| <b>Permanent</b>            | 10,635     | 0                     | 0       | 10,635                 | 100     | 11,525     | 0                     | 0       | 11,525                 | 100     |
| Male                        | 8,093      | 0                     | 0       | 8,093                  | 100     | 8,744      | 0                     | 0       | 8,744                  | 100     |
| Female                      | 2,541      | 0                     | 0       | 2,541                  | 100     | 2,779      | 0                     | 0       | 2,779                  | 100     |
| Other                       | 1          | 0                     | 0       | 1                      | 100     | 2          | 0                     | 0       | 2                      | 100     |
| <b>Other than Permanent</b> | 2,617      | 86                    | 3       | 2,531                  | 97      | 6,460      | 2,642                 | 40.90   | 3,818                  | 59.10   |
| Male                        | 2,262      | 73                    | 3       | 2,189                  | 97      | 5,352      | 2,082                 | 39      | 3,270                  | 61      |
| Female                      | 355        | 13                    | 4       | 342                    | 96      | 1,108      | 560                   | 51      | 548                    | 49      |

### Note:

1. Tata Communications primarily operates through a professional services and digital infrastructure business model and therefore does not maintain a conventional "worker" category under direct payroll arrangements in the manner typically associated with manufacturing-intensive industries.
2. Compensation for contractual workforce personnel engaged through third-party arrangements is administered by their respective employers. However, Tata Communications continues to monitor compliance with applicable statutory obligations, including wages, social security, and labour law requirements for workforce deployed at Company-managed premises.

## 3. Details of remuneration/salary/wages<sup>57</sup>

### 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)         | 7      | NA  | NA     | NA  |
| Key Managerial Personnel         | 3      | 3,50,17,966   | 0      | 0   |
| Employees other than BoD and KMP | 5,920  | 17,23,532   | 1,699  | 12,15,000   |

### Note:

1. At Tata Communications, the MD & CEO, CFO, and Company Secretary are considered Key Managerial Personnel (KMPs) for the purpose of this disclosure.
2. Non-Executive Directors are compensated primarily through sitting fees and commission structures approved in accordance with applicable legal and governance requirements. Accordingly, certain remuneration metrics may not be directly comparable with employee compensation structures.
3. Variations in remuneration metrics may arise due to changes in workforce mix, performance-linked compensation, leadership transitions, business restructuring, or variable pay components.
4. There are no categories identified as 'workers' in Tata Communications, hence no details are provided.

<sup>56</sup>GRI 405-2

<sup>57</sup>GRI 2-19, GRI 2-21

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

|   | FY 2025-26 | FY 2024-25 |
|---|------------|------------|
| Gross wages paid to females as % of total wages | 17         | 16         |

**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)<sup>58</sup>**

Yes, at Tata Communications, the Board-level CSR, Safety and Sustainability Committee has been entrusted with additional oversight of human rights matters across the Company. Concerns or issues related to human rights can be reported through the designated channel at [EOHS@tatacommunications.com](mailto:EOHS@tatacommunications.com)

**5. Describe the internal mechanisms in place to redress grievances related to human rights issues.<sup>59</sup>**

Tata Communications maintains formal grievance redressal, ethics escalation, and whistleblower mechanisms to support timely reporting, assessment, investigation, and resolution of concerns relating to:

- Human rights
- Workplace dignity
- Harassment and discrimination
- Ethical misconduct
- Labour practices
- Health & safety
- Data privacy
- Regulatory non-compliance

The Company’s governance framework includes Whistleblower Policy, Dignity in the Workplace Policy ('DWP') Policy, POSH governance framework, Ethics Helpline, HR escalation channels and EOHS reporting systems.

The Ethics Helpline is managed through an independent third-party platform and enables reporting through multiple channels including web portal, email, telephone and other designated escalation mechanisms.

The Company does not tolerate retaliation against individuals reporting concerns in good faith and continues to strengthen confidentiality, fairness, procedural integrity, and governance oversight across grievance handling mechanisms.

**6. Number of Complaints on the following made by employees and workers:<sup>60</sup>**

| Category                          | 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                 | 5   | 2                                     | None    | 4                     | 0                                     | None    |
| Discrimination at workplace       | 26  | 15                                    | None    | 34                    | 16                                    | None    |
| Child Labour                      | NIL   | NIL                                   | None    | NIL                   | NIL                                   | None    |
| Forced Labour/Involuntary Labour  | NIL   | NIL                                   | None    | NIL                   | NIL                                   | None    |
| Wages                             | The employees in the Company are paid wages above statutory minimum wages |                                       |         |                       |                                       |         |
| Other human rights related issues | NIL   | NIL                                   | None    | NIL                   | NIL                                   | None    |

**Note:**

1. *Discrimination at workplace includes the complaints received under 'Dignity in the Workplace Policy ('DWP') which includes complaints which is not limited to discrimination, but also issues that compromises dignity at workplace for employees.*
2. *Pending cases at the end of the reporting period are under review, investigation, or resolution in accordance with internal governance procedures and principles of natural justice.*

<sup>58</sup>GRI 2-13

<sup>59</sup>GRI 2-16, GRI 2-25, GRI 2-26

<sup>60</sup>GRI 406-1

**7. Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, in the following format:<sup>61</sup>**

|   | FY 2025-26 | FY 2024-25 | Remarks |
|---|------------|------------|---------|
| Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH) | 5          | 4          | None    |
| Complaints on POSH as a % of female employees / workers   | 0.001968   | 0.00143    | None    |
| Complaints on POSH upheld   | 3*         | 0          | None    |

**Note:**

1. Two cases remained under investigation / resolution as of March 31, 2026.
2. The percentage disclosed above is calculated based on total female employee headcount applicable for the reporting period.
3. \*Complaints are handled in accordance with the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 and applicable internal governance frameworks.

**8. Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases.<sup>62</sup>**

Tata Communications does not tolerate any malpractice, impropriety, non-compliance, or wrongdoing with reference to discrimination and harassment. All such complaints and concerns are dealt with / resolved in accordance with applicable internal policies and charters, in a confidential manner. Tata Communications does not tolerate any form of retaliation against anyone reporting concerns in good faith. Anyone involved in targeting a person raising such complaints would be subject to disciplinary action, if found guilty. To prevent such cases, mandatory training session and awareness generation is conducted periodically for all the employees throughout the year.

We assure confidentiality and no retaliation for all complaints made in good faith. Our policies and procedures are designed to ensure that individuals involved in the investigation including the witnesses, if any, will not face any adverse treatment. We uphold the highest standards of fairness and integrity in our redressal mechanism. Therefore, in cases where a complaint is found to be made with false intent, we ensure to safeguard interests of individuals and address the complaint through relevant disciplinary actions

**9. Do human rights requirements form part of your business agreements and contracts? (Yes/No) <sup>63</sup>**

Yes, human rights, labour governance, ethical conduct, and responsible business requirements form part of the Company's Supplier Code of Conduct and Sustainable Supply Chain Framework and are integrated into identified supplier onboarding, contractual, and engagement mechanisms.

The Company continues to strengthen ESG and human rights integration across supplier engagement and value chain governance processes through:

- ESG assessments
- Supplier due diligence
- Supplier awareness initiatives
- Risk-based monitoring mechanisms

The Supplier Code of Conduct and Sustainable Supply Chain Policy are publicly available on the Company's [website](#)

For details, please refer to the [Supplier Code of Conduct](#) and [Sustainable Supply Chain Policy](#).

<sup>61</sup>GRI 406-1  
<sup>62</sup>GRI 2-16, GRI 2-25, GRI 2-26  
<sup>63</sup>GRI 2-23, GRI 2-24

**10. Assessments for the year:**

Human rights assessments are conducted through internal reviews, governance mechanisms, compliance monitoring systems, and third-party assessment processes as part of the Company’s broader Human Rights Due Diligence (‘HRDD’) framework.

|                             | <b>% of your plants and offices that were assessed (by entity or statutory authorities or third parties)</b>                                    |
|-----------------------------|---|
| Child labour                | 100   |
| Forced/involuntary labour   | 100   |
| Sexual harassment           | 100   |
| Discrimination at workplace | 100   |
| Wages                       | 100   |
| Others (Specify)            | All our facilities have been assessed for the mentioned human rights issue as a part of our human rights due diligence exercise by third party. |

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

No significant human rights risks or material non-conformances requiring major corrective action were identified during the reporting period. The Company continuously implements processes to improve its performance across various aspects including Human Rights. As part of the continuous improvement and awareness generation, we have formulated a comprehensive Business & Human Rights Policy and rolled out a BHR e-module in FY 2025-26.

**Leadership Indicators**

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

While no major operational restructuring was required as a direct result of human rights grievances during FY 2025-26, Tata Communications continued to strengthen several governance, policy, awareness, and operational initiatives to further embed human rights considerations into business processes and stakeholder engagement practices.

Key initiatives undertaken during the year include:

- E-Business Human Rights Module rolled out in FY 2025-26: The E-Module comprises of 5 modules including the concepts of Human Rights, its relevance for the Company and the need for businesses to go beyond compliance for upholding Human Rights.
- The Company is reporting on its performance w.r.t Business Human Rights and its Principles in an enhanced manner in Integrated Report, ESG Report & sustainability rating disclosures.
- The Company has started reporting the UNGC COP - Communication of Progress on Annual Basis from FY 2023-24 onwards.
- Integrating human rights and labour standards in its Supplier Code of Conduct and emphasise ethical practices, a refined diligence process for supplier evaluation and rigorous ESG monitoring of key suppliers.
- Release and implementation of the Network Shutdown Policy aligned with responsible connectivity principles and applicable legal and human rights considerations.
- Expanded oversight responsibilities of the Board-level CSR, Safety and Sustainability Committee relating to human rights governance.

These initiatives reflect the Company's evolving approach towards strengthening governance maturity, transparency, responsible business conduct, and human rights integration across operations and value chain relationships.

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

At Tata Communications, the Human Rights Due Diligence (‘HRDD’) assessment is being conducted as an exercise covering key business operations, employees, contractors, and relevant value chain partners across global operations.

The assessment is aligned with the Company's commitment to responsible business conduct and internationally recognised frameworks such as the United Nations Guiding Principles on Business and Human Rights, National Guidelines on Responsible Business Conduct (‘NGRBC’) and the Tata Group’s Code of Conduct.

The assessment covers identified human rights risks associated with:

- o Employees and workforce practices
- o Contractors and suppliers
- o Occupational health & safety
- o Diversity & inclusion
- o Ethical conduct
- o Data privacy and cybersecurity
- o Labour standards
- o Community interactions
- o Workplace dignity and well-being

The exercise involves cross-functional stakeholder engagement across HR, sustainability, procurement, legal, compliance, operations, and leadership teams to evaluate Governance mechanisms, Operational controls, Existing policies, Grievance redressal mechanisms and Supplier governance processes.

The Company also extends identified human rights expectations to strategic suppliers, contractors, service providers, and relevant third parties through contractual obligations, supplier assessments, awareness programmes, and ESG engagement processes.

**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. All our premises and offices have easy accessibility for differently abled visitors. We recognise the importance of meeting the requirements of the Rights of Persons with Disabilities Act, 2016 and are taking proactive steps to support the needs of individuals with disabilities. Our Company has implemented various measures to provide disabled-accessible infrastructure. In all of the offices and facilities, we have installed:

- Ramps
- Lowered reception desk for wheelchair access
- Evacuation chair
- Automated sliding doors to support mobility
- Tactile flooring and Braille signages
- All gender accessible toilets, fire alarm freshers and accessible guest room

**4. Details on assessment of value chain partners:<sup>64</sup>**

|                             | <b>% of value chain partners (by value of business done with such partners) that were assessed</b>  |
|-----------------------------|---|
| Child labour                |   |
| Forced/involuntary labour   | 52% of strategic and preferred value chain partners have been assessed on Human Rights issues. Based on the assessment, we will provide recommendations/ corrective actions to improve their scoring in the category. |
| Sexual harassment           |   |
| Discrimination at workplace |   |
| Wages                       |   |
| Others - please specify     |   |

**Note:** Strategic value chain partners are suppliers with whom we share risks and create value together beyond just contracts. Preferred value chain partners are suppliers mainly chosen for high-volume or routine needs, where switching is easy and the focus is on cost, timely delivery, and consistent performance.

**5. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 4 above.<sup>65</sup>**

Based on the assessment results, no significant risks or concerns were identified during the assessments of value chain partners.

<sup>64</sup>GRI 414-1  
<sup>65</sup>GRI 414-2

**PRINCIPLE 6**



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

Tata Communications continues to strengthen its environmental performance by focusing on energy efficiency, emissions reduction, and responsible resource management across its operations. The Company is actively working to lower its carbon footprint through increased adoption of renewable energy, optimisation of data center efficiency, and implementation of energy-saving technologies across its network infrastructure. In addition, efforts around water conservation, waste management, and circularity are being integrated into operations to minimize environmental impact. These initiatives are supported by robust monitoring, reporting mechanisms, and alignment with global sustainability frameworks, reflecting the Company’s commitment to environmentally responsible growth.

The Company’s environmental governance framework is supported through defined policies, periodic monitoring, internal reviews, external assurance processes, regular training sessions, and alignment with globally recognised sustainability frameworks and standards. Tata Communications also continues to integrate climate-related considerations into operational planning, enterprise risk management, infrastructure optimisation, and long-term business strategy.

| Material Topics  | IR Capitals            | Stakeholders   | SDGs |
|--|------------------------|--|------|
| <ul style="list-style-type: none"> <li>Climate change</li> <li>Resource management and environmental conservation</li> </ul> | <p>Natural Capital</p> | <p><b>External:</b> Investors, Suppliers, Regulators, Customers, Community</p> <p><b>Internal:</b> Employees</p> |      |

**Essential Indicators**

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

The Company continues to focus on improving operational energy efficiency through technology modernisation, infrastructure optimisation, renewable energy sourcing, and implementation of energy conservation initiatives across facilities and network operations.

During FY 2025-26, the Company continued to increase the share of renewable energy in its overall energy mix while also implementing multiple energy efficiency interventions across key operational facilities.

| Parameter   | FY 2025-26      | FY 2024-25      |
|---|-----------------|-----------------|
| <b>From renewable sources (in GJ)</b>   |                 |                 |
| Total Electricity consumption (A)   | 2,71,760        | 2,24,881        |
| Total Fuel consumption (B)  | -               | 0               |
| Energy consumption through other sources (C)  | -               | 0               |
| <b>Total Energy consumption (A+B+C)<sup>66</sup></b>  | <b>2,71,760</b> | <b>2,24,881</b> |
| <b>From non-renewable sources (in GJ)</b>   |                 |                 |
| Total electricity consumption (D)   | 3,53,899        | 4,18,263        |
| Total fuel consumption (E)  | 19,538          | 19,995          |
| Energy consumption through other sources (F)  | -               | 0               |
| <b>Total energy consumed from non-renewable sources (D+E+F) (in GJ)</b>   | <b>3,73,437</b> | <b>4,38,258</b> |
| <b>Total energy consumed (A+B+C+D+E+F) (in GJ)</b>  | <b>6,45,197</b> | <b>6,63,139</b> |
| Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations) (in GJ per crores INR in revenue) <sup>67</sup>  | 31.03           | 34.43           |
| Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP) (GJ per million USD in revenue adjusted for PPP) | 63.12           | 71.14           |

<sup>66</sup>GRI 302-1  
<sup>67</sup>GRI 302-3

| Parameter  | FY 2025-26     | FY 2024-25     |
|--|----------------|----------------|
| Energy intensity in terms of physical output (number of employees) (GJ/No. of permanent employees) | 54.04          | 50.83          |
| Energy intensity (optional) - the relevant metric may be selected by the entity                    | Not Applicable | Not Applicable |

**Note:**

1. Energy intensity calculations are based on revenue from operations on a consolidated basis unless otherwise specified.
2. Variations in year-on-year energy consumption may arise due to business growth, infrastructure expansion, technology upgrades, increased digital traffic demand, and changes in operational boundaries.
3. The PPP conversion factor has been sourced from the [IMF database](#) for the applicable reporting year (20.34 ₹/USD)
4. Certain international facilities operate under leased or third-party managed infrastructure arrangements where direct operational control over energy procurement may be limited.
5. Revenue used to calculate energy intensity ₹20,790 crore reflects Tata Communications' Global operations excluding subsidiaries.

**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, independent assurance is conducted externally by M/s. BSI Group India Private Limited.

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, since Tata Communications does not have any such sites.

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

At Tata Communications, water withdrawal, consumption, and disposal are managed through responsible water stewardship practices aimed at minimizing environmental impact and improving operational efficiency. Water is primarily sourced from municipal supplies and authorised third-party sources for domestic and operational requirements across facilities. The Company focuses on optimizing water consumption through conservation initiatives, recycling, and reuse practices, including operation of on-site Sewage Treatment Plants (STPs) at key facilities. Treated wastewater is reused for non-potable applications such as flushing, landscaping, and cooling systems.

| Parameter  | FY 2025-26      | FY 2024-25      |
|--|-----------------|-----------------|
| <b>Water withdrawal by source(in kilolitres)</b>   |                 |                 |
| (i) Surface Water  | 502.3           | 2,756           |
| (ii) Ground Water  | 7,792.7         | 76,433          |
| (iii) Third party water  | 1,59,997        | 1,21,681        |
| (iv) Seawater/ Desalinated water   | 0               | 0               |
| (v) Others   | 2,655           | 3,495           |
| <b>Total volume of water withdrawal (in KL) (i+ii+iii+iv+v)<sup>68</sup></b>   | <b>1,70,947</b> | <b>2,04,367</b> |
| <b>Total Volume of water consumption (in kilolitres)<sup>69</sup></b>  | <b>1,40,896</b> | <b>1,61,174</b> |
| <b>Water intensity per rupee of turnover</b> (Total water consumption / Revenue from operations in KL/ INR Crores)   | 19.10           | 22.60           |
| <b>Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total water consumption / Revenue from operations adjusted for in KL/ USD Million adjusted for PPP) | 38.85           | 46.68           |
| <b>Water intensity</b> (optional)- Number of permanent employees in KL/number of FTEs in India   | 13.24           | 13.97           |

**Note:**

1. Water disclosures primarily cover 15 major operational facilities in India where Tata Communications has significant infrastructure presence and operational control.

<sup>68</sup>GRI 303-3

<sup>69</sup>GRI 303-5

2. Water intensity calculations are based on Tata Communications' India operations where water consumption is considered material.
3. Revenue used to calculate water intensity ₹7375.71 crore reflects Tata Communications' India operations only. The PPP conversion factor has been sourced from the IMF database for the applicable reporting year (20.34 ₹/USD)

**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, independent assurance is conducted externally by M/s. BSI Group India Private Limited.

**4. Provide the following details related to water discharged:<sup>70</sup>**

Tata Communications follows a responsible wastewater management approach aimed at minimizing freshwater discharge and increasing reuse of treated water across facilities wherever operationally feasible. Select facilities operate on a zero-discharge or partial recycling basis through Sewage Treatment Plants (STPs), enabling reuse of treated wastewater for non-potable applications.

| Parameter  | FY 2025-26    | FY 2024-25    |
|--|---------------|---------------|
| <b>Water discharge by destination and level of treatment (in kilolitres)</b> |               |               |
| i) To Surface water  | 0             | 0             |
| No treatment   |               |               |
| With treatment - please specify level of treatment                           |               |               |
| (ii) To Groundwater  | 0             | 0             |
| No treatment   |               |               |
| With treatment - please specify level of treatment                           |               |               |
| (iii) To Seawater  | NA            | NA            |
| No treatment   |               |               |
| With treatment - please specify level of treatment                           |               |               |
| (iv) Sent to third-parties   |               |               |
| No treatment   | 30,049        | 43,193        |
| With treatment - please specify level of treatment                           |               |               |
| (v) Others   | 0             | 0             |
| No treatment   |               |               |
| With treatment - please specify level of treatment                           |               |               |
| <b>Total water discharged (in kilolitres)</b>                                | <b>30,049</b> | <b>43,193</b> |

**Note:** For this indicator, five major facilities in India are equipped with Sewage Treatment Plants ('STP') operating on a zero-discharge basis. For the remaining ten smaller facilities, wastewater discharge has been estimated in accordance with Central Ground Water Authority ('CGWA') and NBC guidelines.

1. Five major facilities in India currently operate STPs with wastewater recycling and reuse mechanisms.
2. For certain smaller facilities where STP installation may not be operationally feasible due to infrastructure or space limitations, wastewater discharge estimates are derived in accordance with applicable regulatory norms and municipal guidelines.
3. Treated wastewater reuse includes applications such as flushing, landscaping, and cooling tower operations.

**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, independent assurance is conducted externally by M/s. BSI Group India Private Limited.

5. Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation<sup>71</sup>

Tata Communications has adopted Zero Liquid Discharge ('ZLD') systems at five key facilities in India—GK-1 (New Delhi), KIADB (Bengaluru), VSB (Chennai), BKC (Mumbai), and Dighi (Pune). These locations are equipped with on-site Sewage Treatment Plants ('STPs') that treat and recycle wastewater generated within the premises. The treated water is then reused for non-potable purposes such as flushing, landscaping, and cooling tower operations, supporting efficient and sustainable water management.

At locations where space limitations prevent the installation of STPs, treated wastewater is released into municipal drainage systems in accordance with applicable regulatory approvals and environmental norms.

6. Please provide details of air emissions (other than GHG emissions) by the entity, in the following format:<sup>72</sup>

Air emissions from Tata Communications' operations primarily arise from backup diesel generator usage at select operational facilities. The Company continues to focus on minimizing emissions through preventive maintenance, optimisation of DG operations, transition toward cleaner energy alternatives, and improved energy efficiency practices.

| Parameter                           | Please specify unit | FY 2025-26           | FY 2024-25           |
|-------------------------------------|---------------------|----------------------|----------------------|
| NOx                                 | ppm                 | 19.2                 | 23.69                |
| SOx                                 | kg/day              | 1.3                  | 1.25                 |
| Particulate Matter (PM)             | mg/Nm <sup>3</sup>  | 50.6                 | 51.47                |
| Persistent Organic Pollutants (POP) | Kg                  | Not monitored as     | Not monitored as     |
| Volatile organic Compounds (VOC)    | Kg                  | not relevant for our | not relevant for our |
| Hazardous air pollutants (HAP)      | Kg                  | facilities           | facilities           |
| Others- please specify              | Kg                  |                      |                      |

**Note:** The above-mentioned data is reported only for one major facility at Dighi, Pune, where Tata Communications has complete ownership of DG sets.

**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, independent assurance is conducted externally by M/s. BSI Group India Private Limited.

7. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity, in the following format:<sup>73</sup>

Climate action continues to remain a strategic priority for Tata Communications as the Company advances towards its long-term decarbonisation commitments. The Company continues to strengthen its climate transition strategy through renewable energy adoption, operational efficiency improvements, supplier engagement, and low-carbon digital enablement solutions.

GHG emissions are quantified in accordance with internationally recognised methodologies and standards, including the Greenhouse Gas Protocol Corporate Accounting and Reporting Standard.

| Parameter   | Please specify unit   | FY 2025-26 | FY 2024-25 |
|---|---|------------|------------|
| <b>Total Scope 1 emissions</b> (break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)                              | Metric tonnes of CO <sub>2</sub> equivalent   | 3,258      | 5,800      |
| <b>Total Scope 2 emissions</b> (break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)                              | Metric tonnes of CO <sub>2</sub> equivalent   | 57,698     | 68,911     |
| <b>Total Scope 1 and Scope 2 emissions per rupee of turnover</b> <sup>74</sup>  | Metric tonnes of CO <sub>2</sub> equivalent per crores                                | 2.93       | 3.88       |
| <b>Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP) | Metric tonnes of CO <sub>2</sub> equivalent per million USD turnover adjusted for PPP | 5.96       | 8.01       |

<sup>71</sup>GRI 303-1, GRI 303-2

<sup>72</sup>GRI 305-7

<sup>73</sup>GRI 305-1; GRI 305-2

<sup>74</sup>GRI 305-4

| Parameter   | Please specify unit   | FY 2025-26     | FY 2024-25     |
|---|---|----------------|----------------|
| Total Scope 1 and Scope 2 emission intensity in terms of physical output                                    | Metric tonnes CO <sub>2</sub> equivalent per permanent employee | 5.10           | 5.73           |
| Total Scope 1 and Scope 2 emission intensity (optional) - the relevant metric may be selected by the entity |   | Not Applicable | Not Applicable |

**Note:**

Restatement<sup>75</sup>: Scope 1 emissions and intensities have been restated for FY 2024-25 due to typographical error in the previous year.

- 1) Revenue used to calculate GHG intensity - ₹20,790 crore reflects Tata Communications' Global operations excluding the subsidiaries.
- 2) The PPP factor has been sourced from [IMF database](#) (published for the reporting year).
- 3) Scope 1 emissions primarily include emissions from fuel consumption and backup diesel and natural gas based generator operations.
- 4) Scope 2 emissions relate to purchased electricity consumed across operational facilities and network infrastructure.
- 5) Emissions data covers operations under the Company's operational control.
- 6) Changes in year-on-year emissions may be influenced by renewable energy procurement, operational expansion, network utilisation growth, technology transitions, and updated emission factors.
- 7) Intensity calculations are based on consolidated revenue from operations.

**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, independent assurance is conducted externally by M/s. BSI Group India Private Limited.

**8. Does the entity have any project related to reducing Green House Gas emission? If Yes, then provide details.<sup>76</sup>**

Yes, at Tata Communications, we have established a strong climate change strategy that positions us to effectively manage energy transition risks while leveraging the opportunities they present. We are committed to achieving Net Zero emissions, with the aim of reducing our environmental impact and supporting global climate goals. Some of the key initiatives undertaken by the Company to reduce greenhouse gas ('GHG') emissions include:

- 1) **Supply Chain Climate Action Framework:** We have implemented a Supply Chain Climate Action Framework to support our ambition of partnering with responsible suppliers and advancing our Net Zero goal by 2035. Through this framework, we encourage suppliers to develop their GHG inventories, participate in CDP disclosures, and set science-based emission reduction targets. The initiative currently covers 364 suppliers, representing approximately 70% of our supply chain managed procurement spend, and classifies them across three levels of GHG maturity to enable targeted engagement and progress tracking.
- 2) **Enhancing Energy Efficiency:**<sup>c</sup> Tata Communications prioritises energy efficiency by streamlining operations, exploring IoT usage, and switching to LED lighting. The Indian operations team enhances HVAC, SMPS, and UPS effectiveness, reducing costs and energy consumption. These efforts reflect our sustained commitment to optimizing energy efficiency and raising sustainability awareness across all our global operations. In FY 2025-26, the RE contribution in the overall operations has increased to 42% from 34% in FY 25 with the addition of 8.91 million units ('MU') of new projects. These projects include green tariff schemes leading to addition of 5.29 MU, group captive model leading to 3.5 MU of RE addition and capex based solar roof top leading to addition of 0.12 MU of RE. In FY 2025-26, 171 energy efficiency projects were implemented. This led to total cumulative energy savings of 9.08 million kwh with cost savings of ₹8.35 crores.
- 3) **Making a Switch to Renewable Energy:** A significant portion of our global electricity requirement is derived from renewable energy sources. This is in line with our commitment to reducing carbon emissions and promoting sustainable practices. In the years ahead, we will continue to focus on exploring new avenues to increase the share of renewable energy in our energy mix.
- 4) **Decarbonisation of Operations:** Recognising the detrimental effects of climate change caused by GHG emissions, we are committed to adopting operational enhancements that lower our GHG intensity. We have laid the foundation for targeted efforts to reduce our carbon footprint by meticulously tracking our GHG emissions, which include both Scope 1 and Scope 2 emissions, in accordance with the GHG Protocol Corporate Accounting and Reporting Standard. The analysis

<sup>75</sup>GRI 2-4  
<sup>76</sup>GRI 305-5

and mitigation of Scope 3 emissions, involving emissions from employee commuting, business travel and other indirect activities, are also integral components of our strategy. In FY 2025-26, our scope 1 and 2 emissions have reduced by 35% from base year 2022.

- 5) **Developing Green Solutions:** At Tata Communications, low-carbon products enable customers to reduce their own operational emissions through technology-led efficiencies. Our portfolio of low-carbon products and services includes cloud enablement, collaboration solutions, digital infrastructure optimisation, IoT-enabled smart solutions, and secure network transformation services that help customers minimize operational emissions using digital ecosystems. To quantify the climate benefits created for customers, Tata Communications has adopted a methodological approach aligned with the NZCII (Net Zero Climate Innovation Initiatives) avoided emissions frameworks and principles. The assessment considers factors such as reduced business travel through virtual collaboration, lower energy usage from optimised networks and cloud migration, improved operational efficiency, and reduced infrastructure requirements at customer sites. In FY2024-25, we have enabled our customers to avoid GHG emissions by 34,92,842 MTCO<sub>2</sub> - i.e approximately 14 times when compared with Tata Communications' own operational emission. The FY 2024-25 methodology and the estimated results have been assured by Grant Thornton Bharat LLP.
- 6) **Community Carbon Offset Programmes:** We remain steadfast in our commitment to mitigating the risks of climate change and kindling a positive change within the communities in which we operate. We have undertaken an extensive baseline and community needs assessment to identify viable carbon offset projects. Through this approach, we have identified projects that have been evaluated on a financial and operational level and are aimed at improving cook stoves and plantations. Our unwavering focus on these initiatives underscores our role as a socially conscious corporate entity.

9. Provide details related to waste management by the entity, in the following format:<sup>77</sup>

At Tata Communications, waste management is guided by a responsible and sustainable approach focused on minimizing environmental impact and ensuring regulatory compliance. The Company manages both non-hazardous waste generated from routine office operations and hazardous waste arising from operational equipment and infrastructure. Non-hazardous waste is disposed of through authorised third-party agencies, while hazardous and e-waste are handled by certified recyclers and authorised disposal partners. The Company also promotes waste segregation, recycling, and circularity practices, supported by proper storage, handling procedures, and employee awareness initiatives to ensure environmentally sound waste management across its operations.

| Parameter   | FY 2025-26     | FY 2024-25     |
|---|----------------|----------------|
| <b>Total waste generated (in metric tonnes)</b>   |                |                |
| Plastic waste (A)   | 14.05          | 7.2            |
| E-waste (B)   | 208.11         | 273.19         |
| Bio-medical waste (C)   | Not applicable | Not applicable |
| Construction and demolition waste (D)   | Not applicable | Not applicable |
| Battery waste (E)   | 102.9          | 93.3           |
| Radioactive waste (F)   | Not applicable | Not applicable |
| Other hazardous waste(Lubricants, Used oil) (G)   | 2.32           | 7.68           |
| Other Non-Hazardous waste generated (H). Please specify, if any. (breakup by composition i.e. by materials relevant to the sector)                          | 216            | 166.43         |
| <b>Total (A+B+C+D+E+F+G+H)<sup>78</sup></b>   | <b>544.21</b>  | <b>547.82</b>  |
| <b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)<sup>79</sup></b> |                |                |
| <b>Category of waste</b>  |                |                |
| (i) Recycled  | 520.65         | 472.14         |
| (ii) Re-used  | 0              | 0              |
| (iii) Other recovery operations   | 23.3           | 43.70          |
| <b>Total waste Recycled intensity (Tonnes of Waste Recycled Recovered / Total Waste Generated) in Metric Tonnes</b>   | <b>99.7</b>    | <b>94</b>      |
| Waste intensity per rupee of turnover (Total waste generated / Revenue from operations) in MT/ INR Crores   | 0.073          | 0.076          |

<sup>77</sup>GRI 306-1, 306-2

<sup>78</sup>GRI 306-3

<sup>79</sup>GRI 306-4

| Parameter   | FY 2025-26   | FY 2024-25   |
|---|--------------|--------------|
| Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP) in MT/ USD million adjusted for PPP | 0.150        | 0.159        |
| Waste intensity in terms of physical output in MT/number of FTEs in India   | 0.051        | 0.047        |
| <b>For each category of waste generated, total waste disposed by nature of disposal method(in metric tonnes)<sup>80</sup></b>   |              |              |
| <b>Category of waste</b>  |              |              |
| (i) Incineration  | 0            | 0            |
| (ii) Landfilling  | 0            | 18.71        |
| (iii) Other disposal operations (Co processing done by recycling vendor)  | 23.3         | 11.42        |
| <b>Total</b>  | <b>23.3</b>  | <b>30.12</b> |
| Waste Intensity (other disposal option/total waste generated)   | <b>0.042</b> | <b>0.079</b> |

**Note:** Non-hazardous waste disposal is considered a material aspect primarily for Tata Communications’ operations in India. Accordingly, data reported pertains to major Indian facilities where we have significant infrastructure and employee presence. For hazardous waste, disclosures cover all Indian operations. The revenue used to calculate waste intensity - ₹ 7375.71 crore reflects Tata Communications’ India operations only. The PPP factor has been sourced from [IMF database](#) published for the year 2026 as 20.34.

**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, independent assurance is conducted externally by M/s. BSI Group India Private Limited.

**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.<sup>81</sup>**

At Tata Communications, as a service-oriented organisation, waste generation is limited and not a direct by-product of core operations. The waste generated is broadly categorised into non-hazardous waste from routine activities such as housekeeping and cafeteria operations, and hazardous waste arising from equipment used to deliver services. Such equipment is procured based on business needs, with reliance on suppliers for its provision.

The Company focuses on minimizing environmental impact through responsible and sustainable waste management practices. Non-hazardous waste is managed through municipal systems and authorised third-party agencies to ensure safe disposal, while hazardous waste is handled and disposed of through certified recyclers. Adequate storage with secondary containment is ensured during handling, along with proper training for personnel involved. Additionally, scrap waste is recycled and disposed of via authorised external agencies, in full compliance with applicable waste management regulations across regions.

**11. If the entity has operations/offices in/around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests,<sup>82</sup> coastal regulation zones etc.) where environmental approvals / clearances are required, please specify details in the following format:**

| Sr. No. | Location of operations/offices   | Type of operations | Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any. |
|---------|--|--------------------|---|
|         | None of our sites are in ecologically sensitive areas, coastal regulation zones etc., where environmental approvals / clearances are required. |                    |   |

<sup>80</sup>GRI 306-5  
<sup>81</sup>GRI 306-2  
<sup>82</sup>GRI 101-5

12. Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year:<sup>83</sup>

| 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 |
|---|----------------------|------|---|--|-------------------|
| Tata Communications has not undertaken any EIA related activities in FY 2025-26 |                      |      |   |  |                   |

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:<sup>84</sup>

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

### Leadership Indicators

1. Water withdrawal, consumption and discharge in areas of water stress (in kilolitres):<sup>85</sup>

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

i. Name of the area

ii. Nature of operations

Not Applicable as none of our facilities in India are located in regions identified as water-stressed

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

| Parameter   | FY 2025-26      | FY 2024-25      |
|---|-----------------|-----------------|
| <b>Water withdrawal by source (in kilolitres)</b>                                     |                 |                 |
| (i) Surface water   | 502.3           | 2,756           |
| (ii) Groundwater  | 7,792.7         | 76,433          |
| (iii) Third party water   | 1,59,997        | 1,21,681        |
| (iv) Seawater / desalinated water   | 0               | 0               |
| (v) Others  | 2,655           | 3,495           |
| <b>Total volume of water withdrawal (in kilolitres)</b>                               | <b>1,70,947</b> | <b>2,04,367</b> |
| <b>Total volume of water consumption (in kilolitres)</b>                              | <b>1,40,896</b> | <b>1,61,174</b> |
| Water intensity per rupee of turnover (Water consumed / turnover) in KL/ INR Crore    | 23.17           | 22.60           |
| <b>Water intensity</b> (optional) - the relevant metric may be selected by the entity | Not Applicable  | Not Applicable  |
| <b>Water discharge by destination and level of treatment (in kilolitres)-</b>         |                 |                 |
| (i) Into Surface water  | Not Applicable  | Not Applicable  |
| - No treatment  |                 |                 |
| - With treatment - please specify level of treatment                                  |                 |                 |
| (ii) Into Groundwater   | Not Applicable  | Not Applicable  |
| - No treatment  |                 |                 |
| - With treatment - please specify level of treatment                                  |                 |                 |

<sup>83</sup>GRI 413-1

<sup>84</sup>GRI 2-27

<sup>85</sup>GRI 303-4

| Parameter  | FY 2025-26     | FY 2024-25     |
|--|----------------|----------------|
| (iii) Into Seawater                                  | Not Applicable | Not Applicable |
| - No treatment                                       |                |                |
| - With treatment - please specify level of treatment |                |                |
| (iv) Sent to third-parties                           |                |                |
| - No treatment                                       | 30,049         | 43,193         |
| - With treatment - please specify level of treatment |                |                |
| (v) Others   | Not Applicable | Not Applicable |
| - No treatment                                       |                |                |
| - With treatment - please specify level of treatment |                |                |
| <b>Total water discharged (in kilolitres)</b>        | <b>30,049</b>  | <b>43,193</b>  |

**Note:** For this indicator, 15 major Indian facilities are considered significant since these facilities comprise of majority of our operations and employee count. These facilities include VSB Kolkata, GK-1 New Delhi, VSB Delhi, Ambattur Chennai, KIADB Bangalore, Jayant Tech Park, Chennai, VSB Chennai, VSB Hyderabad, VSB Kochi, VSB Sanjay Nagar, BKC Mumbai, Dighi Pune, EQUINOX Mumbai, LVS Mumbai and VSB Mumbai.

**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, independent assurance is conducted externally by M/s. BSI Group India Private Limited.

2. Please provide details of total Scope 3 emissions & its intensity, in the following format:<sup>86</sup>

| Parameter  | Please specify unit   | FY 2025-26     | FY 2024-25     |
|--|---|----------------|----------------|
| <b>Total Scope 3 Emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available) | Metric tonnes of CO <sub>2</sub> equivalent                           | 1,45,852       | 1,83,454       |
| <b>Total Scope 3 Emissions per rupee of of turnover</b> <sup>87</sup>  | Metric tonnes of CO <sub>2</sub> equivalent per crores INR in revenue | 7.02           | 9.53           |
| <b>Total scope 3 emission intensity</b> (Optional)- the relevant metric may be selected by the entity  | Metric tonnes of CO <sub>2</sub> equivalent                           | 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, independent assurance is conducted externally by M/s. BSI Group India Private Limited.

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.<sup>88</sup>

Not applicable as none of our locations are in ecologically sensitive areas and hence no direct or indirect impacts are observed with respect to the Company's operation.

<sup>86</sup>GRI 305-3  
<sup>87</sup>GRI 305-4  
<sup>88</sup>GRI 101-5

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

| Sr. No | Initiative undertaken  | Details of the initiative (Web-link, if any, may be provided along-with summary)  | Outcome of the initiative   |
|--------|--|---|---|
| 1.     | Low Carbon Products & Services   | <p>At Tata Communications, low-carbon products enable customers to reduce their own operational emissions through technology-led efficiencies. Our portfolio of low-carbon products and services includes cloud enablement, collaboration solutions, digital infrastructure optimisation, IoT-enabled smart solutions, and secure network transformation services that help customers minimize operational emissions using digital ecosystems.</p> <p>To quantify the climate benefits created for customers, Tata Communications has adopted a methodological approach aligned with the NZCII (Net Zero Climate Innovation Initiatives) avoided emissions frameworks and principles. The assessment considers factors such as reduced business travel through virtual collaboration, lower energy usage from optimised networks and cloud migration, improved operational efficiency, and reduced infrastructure requirements at customer sites.</p>   | <p>In FY2024-25, we have enabled our customers to avoid GHG emissions by 34,92,842 MTCO<sub>2</sub> ~ i.e approximately 14 times when compared with Tata Communications' own operational emission. The FY 2024-25 methodology and the estimated results have been assured by Grant Thornton Bharat LLP.</p> |
| 2.     | Energy efficiency initiatives and Renewable energy projects. <sup>89</sup> | <p>In FY 2025-26, 171 energy-saving opportunities were implemented including projects on Heating, Ventilation and Air Conditioning ('HVAC'), Switched-Mode Power Supply ('SMPS') and Uninterruptible Power Supply ('UPS') efficiency enhancement/ Optimisation and Consolidation, Smart Lighting (conversion of conventional lighting into LED), and PUE enhancement. These projects, resulted in energy savings of 9.08 million kWh (cumulative) and energy cost savings of ₹8.35 crore. We have consumed 179 million kWh of energy during FY 2025-26, procured from the national grid and generators. Almost 76 million units (~42%) out of 179 million units consumed were produced from solar and wind energy. This year, we have added 8.91 million units (MU) of Renewable Energy (RE) capacity globally. In India, new RE projects were added with varied RE models, such as green tariff schemes leading to addition of 5.29 MU, Group captive model leading to 3.5 MU of RE addition and Capex based Solar roof top leading to addition of 0.12 MU of RE addition.</p> | <p>Energy savings: 9.08 million kWh<br/>Renewable Energy capacity added: 8.91 million kWh<br/>Renewable Energy Consumption increased from 34% last year to 42% in FY 2025-26.</p>   |

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

Yes, Tata Communications has a Business Continuity Management ('BCM') and disaster management framework in place. The Company maintains a comprehensive plan designed to address on-site emergencies and potential disruptions to normal operations. This framework is implemented across all its locations and includes clearly defined incident response procedures, roles and responsibilities, and escalation mechanisms to ensure timely and effective response. The plan



<sup>89</sup>GRI 302-4

supports operational resilience, minimises downtime, and ensures continuity of critical services during unforeseen events. For detailed information please refer to the Risk Management section of the Integrated Report

**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<sup>90</sup>**

No significant adverse environmental impacts have been identified across the value chain partners of Tata Communications, based on an independent third-party assessment. The evaluation was conducted using well-defined environmental performance indicators, ensuring a systematic and credible review of potential impacts.

**7. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts.<sup>91</sup>**

52% of the strategic and preferred value chain partners have been assessed for environmental impacts.

**Note:** Strategic value chain partners are suppliers with whom we share risks and create value together beyond just contracts. Preferred value chain partners are suppliers mainly chosen for high-volume or routine needs, where switching is easy and the focus is on cost, timely delivery, and consistent performance.

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

a. By the listed entity

Tata Communications has not generated or procured any green credits under the Government of India’s Green Credit Programme (‘GCP’) Rules in FY 2025-26.

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

Not monitored for FY 2025-26.

**PRINCIPLE 7**



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

Tata Communications, collaborates with government agencies, leading academic institutions, and industry partners in a strategic approach to address environmental and societal challenges while enabling business growth. We engage with these stakeholders through partnerships, industry forums, policy dialogues, and joint initiatives to drive innovation, share best practices, and align with regulatory and sustainability frameworks. These collaborations support the development of scalable solutions in areas such as digital inclusion, climate action, and sustainable infrastructure.

While engaging in policy advocacy and industry representation, Tata Communications seeks to maintain transparency, regulatory compliance, and alignment with broader national and international digital development priorities.

| Material Topics  | IR Capitals   | Stakeholders   | SDGs   |
|--|---|--|--|
| <ul style="list-style-type: none"> <li>Corporate governance, ethics and transparency</li> <li>R&amp;D and innovation</li> <li>Regulatory compliance</li> </ul> | <ul style="list-style-type: none"> <li> Social and Relationship Capital</li> <li> Governance</li> </ul> | <p><b>External:</b> Regulators</p> <p><b>Internal:</b> Employees</p> | <ul style="list-style-type: none"> <li></li> <li></li> </ul> |

<sup>90</sup>GRI 308-2  
<sup>91</sup>GRI 308-1

## Essential Indicators

1. a. Number of affiliations with trade and industry chambers/ associations.<sup>92</sup>
- 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:

Tata Communications is affiliated with several national, bilateral, and global industry bodies, trade associations, and policy forums that support collaboration, sectoral development, technology advancement, standards development, and responsible policy advocacy across the telecommunications and digital infrastructure ecosystem.

The Company participates in these forums to:

- Contribute industry expertise and technical insights;
- Support development of progressive policy frameworks;
- Engage on issues relating to cybersecurity, digital infrastructure, spectrum management, sustainability, and innovation;
- Promote responsible business practices; and
- Collaborate on industry-wide priorities and emerging regulatory developments.

| Sr. No. | Name of the trade and industry chambers/ associations           | Reach of trade and industry chambers/ associations (State/National) |
|---------|---|---|
| 1       | Internet Service Providers Association of India (ISPAI)         | National  |
| 2       | ITU-APT Foundation of India                                     | National  |
| 3       | CII   | National  |
| 4       | FICCI   | National  |
| 5       | Broadband India Forum (BIF)                                     | National  |
| 6       | Cellular Operators Association of India (COAI)                  | National  |
| 7       | TSDSI (Telecommunications Standards Development Society, India) | National  |
| 8       | National Internet Ex-change of India ('NIXI')                   | National  |
| 9       | ASSOCHAM  | National  |
| 10      | Bombay Chamber of Commerce and Industry                         | State   |
| 11      | Cloud Security Alliance (CSA)                                   | Global Membership   |
| 12      | GSMA  | Global Membership   |
| 13      | International Telecommunication Union (ITU)                     | Global Membership   |
| 14      | LoRA alliance   | Global Membership   |
| 15      | Mobile ecosystem forum  | Global Membership   |
| 16      | UK India Business Council                                       | Bilateral - Global  |
| 17      | CII UK India Business Forum                                     | Bilateral - Global  |
| 18      | US-India Business Council (USIBC)                               | Bilateral - Global  |
| 19      | Indian Danish Chamber of Commerce (IDCC)                        | Bilateral - Global  |
| 20      | Indo-French Chamber of Commerce and Industry                    | Bilateral - Global  |
| 21      | Sweden-India Business Council                                   | Bilateral - Global  |
| 22      | Northern Ireland Chamber of Commerce & Industry                 | Bilateral - Global  |
| 23      | Norway India Chamber of Commerce and Industry (NICCI)           | Bilateral - Global  |
| 24      | Netherlands India Chamber of Commerce & Trade                   | Bilateral - Global  |

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

| Name of Authority | Brief of the case | Corrective action taken |
|-------------------|-------------------|-------------------------|
|                   | Not Applicable    |                         |



<sup>92</sup>GRI 2-28

Leadership Indicators

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

| Sr. No                             | Public policy advocated   | Method resorted for such advocacy   | Whether information available in public domain? (Yes/No) | Frequency of Review by Board (Annually/ Half yearly/ Quarterly / Others - please specify) | Web Link, if available                             |
|------------------------------------|---|---|--|---|--|
| <b>Public Consultations - TRAI</b> |   |   |  |   |  |
| 1                                  | Regulatory Framework for Vehicle-to-Everything (V2X) Communication  | We actively participated in the consultation process by submitting formal representation,   | Yes  | Ongoing Process   | <a href="http://www.traigov.in">www.traigov.in</a> |
| 2                                  | Proliferation of Public Wi-Fi Networks in India   | engaging in Open House Discussions, and conducting one-on-one meetings with key stakeholders.   |  |   |  |
| 3                                  | Rating Framework for Digital Connectivity in Buildings or Areas   | Additionally, we provided supplementary inputs, including comments and counter-comments, as applicable, to support a comprehensive and collaborative decision-making process. |  |   |  |
| 4                                  | Framework for Satellite Communication Network Authorisation, and Assignment of Spectrum to Satellite Communication Network Providers  |   |  |   |  |
| 5                                  | Formulation of a Regulatory Framework for Application-based Linear Television Distribution (ALTD) Services (Including Free Ad-Supported Streaming Television (FAST) Services) |   |  |   |  |
| 6                                  | Draft Telecom Commercial Communications Customer Preference (Third Amendment) Regulations, 2026.  |   |  |   |  |
| 7                                  | Review of Tariff for Domestic Leased Circuits (DLCs)  |   |  |   |  |
| 8                                  | Review of existing TRAI Regulations on Interconnection matters  |   |  |   |  |
| 9                                  | Auction of Radio Frequency Spectrum in the Frequency Bands Identified for International Mobile Telecommunications (IMT)   |   |  |   |  |

| Sr. No                              | Public policy advocated  | Method resorted for such advocacy   | Whether information available in public domain? (Yes/No) | Frequency of Review by Board (Annually/ Half yearly/ Quarterly / Others - please specify) | Web Link, if available                                 |
|-------------------------------------|--|---|--|---|--|
| 10                                  | Regulatory Framework for the Sale of Foreign Telecom Service Providers SIM/eSIM Cards for the use in M2M/IoT Devices meant for Export purposes   |   |  |   |  |
| 11                                  | Assignment of the Microwave Spectrum in 6 GHz (lower), 7 GHz, 13 GHz, 15 GHz, 18 GHz, 21 GHz Bands, E-Band, and V-Band                           |   |  |   |  |
| 12                                  | Framework for Service Authorisations for provision of Broadcasting Services under the Telecommunications Act, 2023                               |   |  |   |  |
| 13                                  | Terms and Conditions of Network Authorisations to be Granted Under the Telecommunications Act, 2023  |   |  |   |  |
| 14                                  | Draft Manual for Assessment of Digital Connectivity under Rating of Properties for Digital Connectivity Regulations, 2024                        |   |  |   |  |
| 15                                  | Review of Rating of Properties for Digital Connectivity Regulations, 2024  |   |  |   |  |
| 16                                  | Terms and Conditions for the Assignment of Spectrum for Certain Satellite-Based Commercial Communication Services                                |   |  |   |  |
| <b>Public Consultations - MeitY</b> |  |   |  |   |  |
| 1                                   | Draft amendments to the Information Technology (Intermediary Guidelines and Digital Media Ethics Code) Second Amendment Rules, 2026 ("IT Rules") | We actively engaged in the consultation process by submitting formal representation directly as well as participated in the consultation through concerned Industry Associations. | Yes  | Ongoing Process   | <a href="http://www.meity.gov.in">www.meity.gov.in</a> |
| 2                                   | The Information Technology (Intermediary Guidelines and Digital Media Ethics Code) Amendment Rules, 2026 (Synthetically Generated Information)   |   |  |   |  |

| Sr. No                            | Public policy advocated   | Method resorted for such advocacy   | Whether information available in public domain? (Yes/No) | Frequency of Review by Board (Annually/ Half yearly/ Quarterly / Others - please specify) | Web Link, if available                             |
|-----------------------------------|---|---|--|---|--|
| <b>Public Consultations - DoT</b> |   |   |  |   |  |
| 1                                 | <p>Draft Amendments to Rules issued under the Telecommunications Act, 2023:</p> <ul style="list-style-type: none"> <li>• Draft Rules on “The Telecommunications (Sharing, Trading, and Leasing of Spectrum) Rules, 2025”</li> <li>• Delicensing of 6GHz Rules</li> <li>• Draft “The Telecommunications (Authorisation for Telecommunication Network) Rules,2025.”</li> <li>• Draft The Telecommunications (Authorisation for Provision of Main Telecommunication Services) Rules, 2025</li> <li>• Draft The Telecommunications (Authorisation for Provision of Miscellaneous Telecommunication service) Rules, 2025</li> <li>• Draft The Telecommunications (Authorisation for Provision of Captive Telecommunication service) Rules, 2025</li> <li>• Draft Gazette Notification of Draft Telecommunications (Migration) Rules 2025</li> <li>• Draft Gazette Notification of Draft Telecommunications User Identification Rules 2025</li> <li>• Draft Telecommunications (Regulation of Restructuring or Acquisition of Authorised Entities) Rules 2025</li> <li>• Draft Telecom Cyber Security Rules 2025</li> </ul> | <p>We actively engaged in the consultation process by submitting formal representation, participating in Open House Discussions, and holding one-on-one meetings with key stakeholders.</p> | Yes  | Ongoing Process   | <a href="http://www.dot.gov.in">www.dot.gov.in</a> |

**PRINCIPLE 8**



**Businesses should promote inclusive growth and equitable development**

Through our community initiatives and partnerships, we work to understand local needs, support socio-economic development, and ensure that our operations create a positive and lasting impact. We uphold strong ethical standards in all interactions, encourage stakeholder participation, and integrate community feedback into our programs, thereby strengthening trust and reinforcing our commitment to responsible and sustainable business practices.

| Material Topics  | IR Capitals  | Stakeholders   | SDGs |
|--|--|--|------|
| <ul style="list-style-type: none"> <li>Resource management and environmental conservation</li> <li>Community development</li> <li>Supply Chain Management</li> </ul> | Social and Relationship Capital<br>Natural capital | <b>External:</b><br>Community, Suppliers<br><br><b>Internal:</b> Employees |      |

**Essential Indicators**

1. Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year.<sup>93</sup>

| Name and brief details of project                                   | SIA Notification No. | Date of notification | Whether conducted by independent external agency (Yes /No) | Results communicated in public domain(Yes / No) | Relevant Web link |
|---|----------------------|----------------------|--|---|-------------------|
| Tata Communications has not conducted any activities related to SIA |                      |                      |  |   |                   |

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

| Sr. No.   | Name of Project for which R&R is ongoing | State | District | No. of Project Affected Families (PAFs) | % of PAFs covered by R&R | Amounts paid to PAFs in the FY (In INR) |
|---|--|-------|----------|---|--------------------------|---|
| Tata Communications has not conducted any activity related to rehabilitation and resettlement |  |       |          |   |                          |   |

3. Describe the mechanisms to receive and redress grievances of the community.<sup>94</sup>

As an organisation, Tata Communications has identified relevant BU functions to periodically interact and correspond with their relevant stakeholder groups. We have also established a formal grievance redressal and reporting mechanism in the form of a Whistleblower Policy, EOHS mailbox, Ethics Helpline, Customer Service Helpline, CSR grievance mailbox and Investor Relations mailbox, through which internal and external stakeholders can report their grievances.

<sup>93</sup>GRI 413-1

<sup>94</sup>GRI 2-16, GRI 2-25, GRI 2-26, GRI 413-1

4. Percentage of input material (inputs to total inputs by value) sourced from suppliers:<sup>95</sup>

|   | FY 2025-26 | FY 2024-25 |
|---|------------|------------|
| Directly sourced from MSMEs/small producers | 7          | 2.52       |
| Directly from within India                  | 34.7       | 22         |

**Note:**

1. Total Spend on Suppliers in India - ₹ 2,853 crore
2. Total Spend on MSME in India - ₹ 544.4 crore
3. Total procurement spend- ₹ 8,205.8 crore

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

| Location     | FY 2025-26 | FY 2024-25 |
|--------------|------------|------------|
| Rural        | NA         | NA         |
| Semi-urban   | 0.30       | 0.30       |
| Urban        | 0.40       | 0.40       |
| Metropolitan | 99.30      | 99.3       |

**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:

| Sr. No. | State       | Aspirational District | Amount spent (In ₹) |
|---------|-------------|-----------------------|---------------------|
| 1       | Maharashtra | Nandurbar             | 1,51,34,500         |
| 2       | Jharkhand   | Dumka                 | 1,28,75,820         |
| 3       | Odisha      | Rayagada              | 1,21,33,624         |
| 4       | Odisha      | Khandhamal            | 61,66,956           |
| 5       | Maharashtra | Dharashiv (Osmanabad) | 1,74,38,146         |
| 6       | Gujarat     | Dohad (Garbada)       | 10,76,187           |
| 7       | Gujarat     | Narmada (Nandod)      | 6,01,007            |
| 8       | Haryana     | Nuh (Mewat)           | 75,00,112           |

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

Yes, Tata Communications has a preferential procurement approach for suppliers from marginalised or vulnerable groups. Our Sustainable Supply Chain Policy, Supplier Code of Conduct, and Sustainable Supply Chain Framework guide this practice, encouraging procurement from such groups. Specifically, Tata Communications focuses on enhancing supplier diversity by increasing engagement with marginalised communities, including Dalits and Tribals, as defined under the Tata Affirmative Action Plan ('TAAP').

**b. From which marginalised /vulnerable groups do you procure.**

As per the Sustainable Supply chain policy, there are targets undertaken by the company to increase supplier diversity by increasing the supplier base and procurement from marginalised groups (Dalits and Tribals). The marginalised groups are identified based on the definitions of Tata Affirmative Action Project ('TAAP') which is being followed at a group level. We have set targets to improve procurement from these groups, and a measurable portion of its total procurement spend is directed toward such suppliers, reflecting its commitment to inclusive and responsible sourcing.

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

The procurement value associated with this category amounts to ₹9.41 crore, representing approximately 1.53% of the Company's total procurement spend during the reporting period.

**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:**

| Sr. 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:**

| Sr. No. | CSR Project   | No. of persons benefitted from CSR Projects | % of beneficiaries from vulnerable and marginalised group |
|---------|---|---|---|
| 1       | LAKHPATI KISAN - SMART VILLAGES 2.0 Scaling in Maharashtra  | 13,137                                      | 100   |
| 2       | Economic Inclusion Program (End Ultra Poverty)  | 25,000                                      | 100   |
| 3       | A NEW Education Worldview - Kaivalya Education Foundation (KEF)   | 3,71,053                                    | 52  |
| 4       | MPOWERED PLUS - SCALE UP CLUSTER - Trickle Up India Foundation  | 19,484                                      | 100   |
| 5       | Vitalize Rural - Empowering Rural Communities through Natural Resources Development at Dharashiv - Watershed Organisation Trust | 9,390                                       | 57  |

**Note:** Tata Communications track direct and indirect beneficiaries both and sum of these two reported as persons benefitted from a CSR project. The Company mostly focuses on youth, women, and children from socially and economically underserved and vulnerable backgrounds like Affirmative Action communities (Dalits and Tribals). We are tracking these set of beneficiaries on quarterly basis. The reported figures represents the % of AA communities covered in each project.

**PRINCIPLE 9**



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

Customer centricity is at the core of Tata Communications’ business strategy, driven by innovation and advanced digital technologies to deliver enhanced value across its services. The Company is enabling a more connected and agile digital ecosystem by leveraging its global network and technology capabilities. Committed to responsible data management, Tata Communications upholds strong cybersecurity and privacy standards, ensuring a secure, reliable, and seamless experience for its customers.

| Material Topics   | IR Capitals  | Stakeholders   | SDGs |
|---|--|--|------|
| <ul style="list-style-type: none"> <li>Data privacy and IP infringement</li> <li>Customer experience, loyalty and privacy</li> <li>Digital inclusion</li> </ul> | Social and Relationship Capital<br>Manufactured and Intellectual Capital | <b>External:</b> Customers<br><b>Internal:</b> Employees | <br> |

**Essential Indicators**

1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback.<sup>96</sup>

Tata Communications has a dedicated customer service team which engages with customers for addressing their queries through various channels including over calls, emails etc., Additionally, the customers can also register their complaints using the link on [our website](#).

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

|   | As a percentage to total turnover   |
|---|---|
| Environmental and social parameters relevant to the product | Tata Communications is a digital solutions provider, this indicator is not reported as it is not majorly associated with the Company's offerings. |
| Safe and responsible usage                                  |   |
| Recycling and/or safe disposal                              |   |

3. Number of consumer complaints in respect of the following:<sup>d</sup>

As a digital infrastructure and technology services provider, Tata Communications primarily offers enterprise-focused digital connectivity, cloud, media, collaboration, and managed technology services. Accordingly, traditional product labelling disclosures relating to physical products, packaging, recycling, or safe disposal are not materially applicable to the Company’s core service offerings.

| Category     | FY 2025-26               |                                   |         | FY 2024-25               |                                   |         |
|--------------|--------------------------|-----------------------------------|---------|--------------------------|-----------------------------------|---------|
|              | Received during the year | Pending resolution at end of year | Remarks | Received during the year | Pending resolution at end of year | Remarks |
| Data privacy | 0                        | 0                                 |         |                          |                                   |         |
| Advertising  | 0                        | 0                                 |         |                          |                                   |         |

<sup>96</sup>GRI 2-16, GRI 2-25, GRI 2-26

| Category                       | FY 2025-26               |                                   |  | FY 2024-25               |                                   |   |
|--------------------------------|--------------------------|-----------------------------------|--|--------------------------|-----------------------------------|---|
|                                | Received during the year | Pending resolution at end of year | Remarks  | Received during the year | Pending resolution at end of year | Remarks   |
| Cyber-security                 | 33                       | 0                                 | Some of the assets are exposed to the internet with inadequate security controls, including weak or insufficient authentication mechanisms and the absence of log forwarding and monitoring through a centralised SIEM solution. | 2                        | 0                                 | There is no service impact due to the security incident. Further more investigation identified gaps and rectified to avoid any further incident. Also, we implemented the security controls and real-time monitoring. |
| Delivery of essential services | 0                        | 0                                 |  |                          |                                   |   |
| Restrictive Trade Practices    | 0                        | 0                                 |  |                          |                                   |   |
| Unfair Trade Practices         | 0                        | 0                                 |  |                          |                                   |   |
| Other                          | 0                        | 0                                 |  |                          |                                   |   |

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

Tata Communications primarily operates as a digital infrastructure and technology services provider and does not manufacture or distribute physical consumer products requiring product call mechanisms under conventional product safety frameworks.

|                   | Number | Reasons for recall |
|-------------------|--------|--------------------|
| Voluntary recalls |        |                    |
| Forced recalls    |        | Not Applicable     |

**5. Does the entity have a framework/ policy on cyber security and risks related to data privacy? (Yes/No) If available, provide a web-link of the policy.<sup>97</sup>**

Tata Communications has a comprehensive privacy policy which outlines our commitment to ensure compliance with applicable privacy laws and describes how we collect, use, disclose and protect personal data. The Company’s Privacy Policy outlines its approach towards collection, processing, usage, storage, disclosure, and protection of personal data and is publicly accessible on the Company’s website. The Company also maintains certifications and controls aligned with globally recognised information security standards, including ISO 27001, across identified operations and services. The privacy policy is available [here](#)

<sup>97</sup>GRI 2-23

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.

During the reporting period, no material incidents occurred requiring significant corrective action.

7. Provide the following information relating to data breaches:<sup>98</sup>

- a. Number of instances of data breaches: 0
- b. Percentage of data breaches involving personally identifiable information of customers: 0
- c. Impact, if any, of the data breaches: None

### Leadership Indicators

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

The details are updated on [our website](#) on a periodic basis as per the requirements.

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

As a service provider, we provide the information about our services and other terms and conditions of our offerings on [our website](#) itself.

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

The Company has in place dedicated team(s) who is responsible for interacting with the customers on an ongoing basis. Any disruptions or discontinuation of services due to unforeseen circumstances is informed well in advance by such team(s) to their respective customers along with a specific timeline for resolution.

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

Yes, as a service provider, the information pertaining to the services to our customers are communicated with the customers via the customer engagement teams. We also carry out customer surveys to understand the customer satisfaction with respect to our offerings.



## Independent Assurance Opinion Statement

**To: Mr. Ganesh Lakshminarayanan, Managing Director & CEO of Tata Communications Limited.**

**Holds Statement No: SRA 804546-3-1**

The British Standards Institution (**BSI**) has conducted a reasonable assurance engagement on the non-financial sustainability information (described in the "Scope" below) in the assurance statement for the year 2025-26 (1<sup>st</sup> April 2025 to 31<sup>st</sup> March 2026) of Tata Communications Limited (TC)

### Scope

The scope of engagement agreed upon with Tata Communications includes the following:

The assurance covers the non-financial information of the following subject matters in the Business Responsibility and Sustainability Report (BRSR Core) for the year 2025-26. (1<sup>st</sup> April 2025 to 31<sup>st</sup> March 2026)

1. Green-house gas (GHG) footprint - P6:E7
2. Water footprint - P6:E3 and P6:E4
3. Energy footprint - P6:E1
4. Embracing circularity - P6:E9
5. Enhancing Employee Wellbeing and Safety - P3:E1(c) and P3:E11
6. Enabling Gender Diversity in Business - P5:E3(b) and P5:E7
7. Enabling Inclusive Development - P8:E4 and P8:E5
8. Fairness in Engaging with Customers and Suppliers - P9:E7 and P1:E8
9. Open-ness of business - P1:E9

The selected informations are reported in accordance with BRSR Core KPIs.

The details of subject matters and their boundaries within the scope is described in Appendix A and Appendix B in this independent assurance opinion statement.

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### Opinion Statement

We have conducted a reasonable assurance engagement on the sustainability information described in the "Scope" above (BRSR for the year 2025-26 covering disclosures on Greenhouse gas (GHG) footprint, Water footprint, Energy footprint, Embracing Circularity, Enhancing Employee Wellbeing and Safety, Enabling Gender Diversity in Business, Fairness in Engaging with Customers and Suppliers, openness of business)

In our opinion, the accompanying Sustainability Information is fairly presented, in all material respects, in accordance with the Business Responsibility and Sustainability Report (BRSR Core KPI's) for the year 2025-26.

### Methodology

- Our assurance engagements were carried out in accordance with ISAE3000 (Revised) and ISO 14-64-3:2019 for GHG emissions following the principles of Integrity, Objectivity, Professional competence and due care, Confidentiality and Professional behaviour. Our work was designed to gather evidence on which to base our conclusion. We undertook the following activities:
- a top-level review of issues raised by external parties that could be relevant to Tata Communications Ltd., policies to provide a check on the appropriateness of statements made in the report.
- discussion with managers and staffs on TCs approach to stakeholder engagement. However, we had no direct contact with external stakeholders.
- interviews with staffs involved in sustainability management, report preparation and provision of report information were carried out.
- document review of relevant systems, policies, and procedures where available
- review of the findings of internal audits.
- review of supporting evidence for claims made in the reports.
- Review of data pertaining to the sampled eleven locations of TC to confirm the data collection processes, record management practices, and check BRSR Core KPI's physically and through virtual mode.

### Responsibility

Tata Communications Ltd. is responsible for the preparation and fair presentation of the sustainability information and report in accordance with the agreed criteria. BSI is responsible for providing an independent assurance opinion statement to stakeholders giving our professional opinion based on the scope and methodology described.

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## Independence, Quality Control and Competence

BSI is independent to Tata Communications Ltd. and has no financial interest in the operation of Tata Communications Ltd., other than for the assurance of the sustainability statements contained in this report.

This independent assurance opinion statement has been prepared for the stakeholders of Tata Communications Ltd., only for the purposes of verifying its statements relating to its environmental, social and governance (ESG), more particularly described in the Scope above.

This independent assurance opinion statement is prepared on the basis of review by BSI of information presented to it by Tata Communications. In making this independent assurance opinion statement, BSI has assumed that all information provided to it by Tata Communications is true, accurate and complete. BSI accepts no liability to any third party who places reliance on this statement.

BSI applies its own management standards and compliance policies for quality control, in accordance with ISO/IEC 17021-1:2015 and accordingly maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

BSI is a leading global standards and assessment body founded in 1901. The BSI assurance team has extensive experience in conducting verification over environmental, social and governance (ESG), and GRI Universal Standard 2021, AA1000AS, ISO10002, ISO 14001, ISO 45001, ISO 14064-1, ISO 14067, ISO 14068-1, ISO 50001, and ISO 9001, etc. The assurance is carried out in line with the BSI Fair Trading Code of Practice.

Issue Date: 3<sup>rd</sup> June 2026

For and on behalf of BSI:

Srinivasa Babu Nagaraj, Lead Assurer

Emmanuel Herve, Managing Director,  
South & South East Asia (S&SEA)

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**Appendix A: Data on Subject Matter - BRSR Core 9 principles**

| Sl. No. | Attribute     | Parameter                           | Unit of Measurement   | Final Value           | Cross Reference to BRSR |
|---------|---------------|-------------------------------------|---|-----------------------|-------------------------|
| 1       | GHG Emissions | Total Scope-1 Emissions             | tCO2e   | 3,258                 | P6-E7                   |
|         |               | Total Scope-2 Emissions             | tCO2e   | 57,698 – Market Based |                         |
|         |               | GHG Emission Intensity (Scope 1 +2) | Total Scope 1 and Scope 2 emissions (tCO2e) / Total Revenue from Operations adjusted for PPP:<br>tCO2e/million USD (PPP adjusted revenue from operations) | 5.96                  |                         |
|         |               | GHG Emission Intensity (Scope 1 +2) | Total Scope 1 and Scope 2 emissions (tCO2e) / total product output (tonne)<br>tCO2e/tonne of product output   | 5.10                  |                         |
| 2       |               | Total water consumption             | KL  | 1,40,896              | P6-E3, E4               |
|         |               | Water consumption intensity         | KL/million USD (PPP adjusted revenue from operations)   | 38.85                 |                         |

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|          |  |  |   |                |              |
|----------|--|--|---|----------------|--------------|
|          | <b>Water Footprint</b>   | Water consumption intensity                            | KL/ tonne of product output                             | 13.24          |              |
|          |  | Water Discharge by destination and levels of Treatment | KL  | 30,049.77      |              |
| <b>3</b> | <b>Energy Footprint</b>  | Total Energy Consumed                                  | GJ  | 6,45,197       | <b>P6-E1</b> |
|          |  | Percentage of energy consumed from renewables          | %   | 42             |              |
|          |  | Energy Intensity                                       | GJ / million USD (PPP adjusted revenue from operations) | 63.12          |              |
|          |  | Energy Intensity                                       | GJ / tonne of product output                            | 54.03          |              |
| <b>4</b> | <b>Embracing circularity - details related to waste management by the entity</b> | Plastic waste (A)                                      | MT  | 14.05          | <b>P6-E9</b> |
|          |  | E-waste (B)  | MT  | 208.11         |              |
|          |  | Bio-medical waste (C)                                  | MT  | Not Applicable |              |
|          |  | Construction and demolition waste (D)                  | MT  | Not Applicable |              |
|          |  | Battery waste (E)                                      | MT  | 102.9          |              |
|          |  | Radioactive waste (F)                                  | MT  | Not Applicable |              |
|          |  | Other Hazardous waste. Please specify, if any. (G)     | MT  | 2.32           |              |
|          |  | Other Non-hazardous waste generated (H).               | MT  | 216            |              |
|          |  | Total waste generated ((A+B + C + D + E + F + G + H)   | MT  | 544.217        |              |

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|   |   |  |   |        |                      |
|---|---|--|---|--------|----------------------|
| 5   | Enhancing Employee Wellbeing and Safety | Waste intensity  | MT/million USD (PPP adjusted revenue from operations)                       | 0.15   | P3- E1(C)<br>P3- E11 |
|   |   | Waste intensity  | MT/tonne of product output  | 0.051  |                      |
|   |   | For each category of waste generated, total waste recovered through <b>recycling</b> , re-using or other recovery operations | MT recycled   | 520.65 |                      |
|   |   |  | Intensity (recycled/total waste generated)                                  | 99.8   |                      |
|   |   | For each category of waste generated, total waste disposed by nature of disposal method – <b>other disposal options</b>      | MT (Waste to energy recovery)   | 23.3   |                      |
|   |   |  | Intensity (other disposal option/total waste generated)                     | 0.042  |                      |
|   |   | Spending on measures towards well being of employees and workers (including permanent and other than permanent)              | Cost incurred on well-being measures as a % of total revenue of the company | 0.5%   |                      |
|   |   | Details of safety related incidents for employees and workers (including contract-workforce)                                 | Safety Incidents: Permanent Disability                                      | 0      |                      |
| Lost Time Injury Frequency Rate (LTIFR) (per one million- | Employee: 0.04<br>Workers: 0.14         |  |   |        |                      |

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|   |                                       |   |  |                                  |              |
|---|---------------------------------------|---|--|----------------------------------|--------------|
|   |                                       |   | person hours worked)                                   |                                  |              |
|   |                                       |   | No. of fatalities                                      | Employee: 0<br>Worker: 0         |              |
| 6 | Enabling gender diversity in business | Gross wages paid to females as % of wages paid(permanent, other than permanent- employee and workers)   | In % age terms   | 17%                              | P5-E3(b), E7 |
|   |                                       | Complaints on POSH (including permanent and other than permanent)   | Total Complaints on Sexual Harassment (POSH) reported  | 5                                |              |
|   |                                       |   | Complaints on POSH as a % of female employees/ workers | 0.001968%                        |              |
|   |                                       |   | Complaints on POSH upheld                              | 3                                |              |
| 7 | Enabling inclusive development        | Input material directly sourced from MSMEs/ small producers from within India, as percentage of total purchase (Viz., raw material, spares, services, capex procurement items etc.) | In % terms - As % of total purchases by value          | 7%                               | P8-E4, E5    |
|   |                                       | Directly from within India  | In % terms - As % of total purchases by value          | 34.7%                            |              |
|   |                                       | Job creation in smaller towns -Wages paid to persons employed in smaller towns (permanent or  | In % terms -As % of total wage cost                    | Rural – NA<br>Semi-Urban – 0.30% |              |

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|   |  | other than permanent) as % of total wage cost   |   | Urban – 0.40%<br>Metropolitan – 99.30% |                        |
| 8 | <b>Fairness in Engaging with Customers and Suppliers</b> | Instances involving loss/ breach of data of customers as a percentage of total data breaches or cyber security events | Nos.  | 0                                      | <b>P9-E7<br/>P1-E8</b> |
|   |  | Number of days of accounts payable  | Days  | 46                                     |                        |
| 9 | <b>Openness of business</b>                              | Concentration of purchases and sales done with trading houses, dealers/distributors                                   | Purchases from trading houses as % of total purchases                                     | 11%                                    | <b>P1-E9</b>           |
|   |  |   | Number of trading houses where purchases are made from                                    | 37 Nos                                 |                        |
|   |  |   | Purchases from top 10 trading houses as percentage of total purchases from trading houses | 83%                                    |                        |
|   |  |   | Sales to dealers / distributors as % of total sales                                       | NA                                     |                        |
|   |  |   | Number of dealers / distributors to whom sales are made                                   | NA                                     |                        |

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|  |  | Sales to top 10 dealers / distributors as % of total sales to dealers / distributors | NA  |
|  | <b>Share of RPTs (as respective %age) in</b> | Purchases with related parties / Total Purchases                                     | 5%  |
|  |  | Sales to related parties / Total Sales   | 8%  |
|  |  | Loans & advances given to related parties / Total loans & advances                   | 3%  |
|  |  | Investments in related parties / Total Investments made                              | 87% |

GHG Emission Intensity (Scope 1 +2) and water consumption intensity, energy intensity, waste intensity – MT/product are reported based on the permanent head count - Total value divided by total number of permanent employees in India

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## Appendix B – List of Locations

Below locations are the comprehensive list of facilities and Point of Presence (PoP) locations for Metro Access Network (MAN) and National Long Distance (NLD) from where the operations are supported globally

| Sl. No | Facility Name      | Facility Address   |
|--------|--------------------|--|
| 1      | Halisahar          | Tata Communication Ltd, Netaji Satelite Earth Station, Halisahar, PO- Kanchrapara, Pin- 743145   |
| 2      | LA Block           | BLOCK-LA/3A, SEC-III, SALT LAKE, Kol - 700091  |
| 3      | SDF Kolkata        | SDF Bldg., GP Block, Sec-V, Salt Lake City, Kolkata India 700091   |
| 4      | VSF Kolkata        | 1/18, VII-M CIT Scheme, Ultadanga, Kol-700054  |
| 5      | Emerald Plaza      | Tata communications Ltd, 6TH FLOOR, EMERALD PLAZA, 11, MOTILAL ATAL ROAD JAIPUR -302001, OPPOSITE GANPATI  |
| 6      | GK-1               | Tata Communications Ltd. Opposite Savitri Cinema, Greater Kailash Part 1, New Delhi, 110048  |
| 7      | Lacchiwala         | ASES Lachhiwala PO Doiwala Dehradun, PIN 248140  |
| 8      | Laxmi Nagar        | Standing conference and public interprises, Scope Minar , Laxmi Nagar , Distric East Delhi-110092  |
| 9      | Nehru Nagar        | Internet office VSNL colony Nehru colony Dehradun, PIN- 248001   |
| 10     | Roorkee            | Tata communications Ltd, Ram Nagar industrial area Opposite canteen, PIN-247667  |
| 11     | Todapur            | O . 1/2 PORTION GROUND, FLOOR DDA FLATS VILLAGE TODAPUR CITY DELHI, 110012 LANDMARK SATELITE EARTH STATION, SATEL DELHI 110012, FLOOR DDA FLATS VILLAGE TODAPUR LANDMARK |
| 12     | VSF Delhi          | TATA communications ltd. Bangla sahib road Connaught place, New Delhi-110001   |
| 13     | VSF Jalandhar      | VSF Tata communications Limited , JP Nager Jalandhar - 144002  |
| 14     | VSF Kanpur         | A-1/7 VSB Lakhampur Kanpur (Near Rama Dental Collage) PIN - 208024   |
| 15     | VSE Staircase GK-1 | STAFF QTRS GREATER KAILASH I NEW DELHI 110048  |

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| 16 | Ambattur                | M/S. TATA COMMUNICATIONS LIMITED, IDC BUILDING PH-1, THIRUVALLUVAR STELLITE EARTH STATION, 7TH FLOOR, NO.226 , RED HILLS ROAD, KALLIKUPPAM, AMBATTUR, CHENNAI-600053         |
| 17 | EGL Bangalore           | Tata communications Ltd,3rd floor, Pine valley building Embassy Golf Links Business Park, Signature block, Off Intermediate Ring Road, Domlur, Bangalore, Karnataka – 560071 |
| 18 | IITM Chennai            | TATA COMMUNICATIONS LTD, IIT MADRAS RESEARCH PARK, D-2 9TH FLOOR, KANAGAM ROAD, TARAMANI CHENNAI- 600113.  |
| 19 | ITPL Bangalore          | Unit # 07, 5th Floor, Creator Building, International Tech Park Bangalore Bangalore 560066   |
| 20 | Jayant Tech Park        | TATA COMMUNICATIONS LTD, 1ST FLOOR-NORTH, JAYANT TECH PARK #41, MOUNT POONAMALLEE ROAD, NANDAMBAKKAM, CHENNAI-600089   |
| 21 | KIADB Bangalore         | Plot No. 18, 19 & 20, KIADB, EPIP Layout, Whitefield, 560066   |
| 22 | NGV Residency           | VSNL, CAUVERY BHAVAN,(KRISHNA BLOCK), KORAMANGALA, BGL-560034  |
| 23 | Panampilly Nagar        | TATA COMMUNICATIONS LTD, MAIN AVENUE, OPP. KAIRALI APARTMENT, 682036, PANAMPILLY NAGAR, COCHIN, KERALA INDIA   |
| 24 | Panampilly Nagar (Flat) | TATA COMMUNICATIONS LTD, MAIN AVENUE, OPP. KAIRALI APARTMENT, 682036, PANAMPILLY NAGAR, COCHIN, KERALA INDIA   |
| 25 | RMZ One Paramount       | RMZ One Paramount, Campus 30, 7thfloor, 110, Mount Poonamallee Road, Porur, Chennai-600116.  |
| 26 | SLN Terminus            | F937+244, Jayabheri Enclave, Gachibowli, Hyderabad, Telangana 500032   |
| 27 | Sterling Park           | STERLING PARK, LDC GODIHEHALLY, BGL-560092   |
| 28 | One Hub Chennai         | Tata Communications Limited, Plot No: 42, One Hub Chennai Industrial Park, Kunnappattu Village, Thiruporur Taluk, Chennai 603105.  |
| 29 | VSB Chennai             | TATA COMMUNICATIONS LTD. NO.2, SWAMI SIVANANDA SALAI, NAVALAR NAGAR, CHEPAUK, TRIPLICANE, CHENNAI, TAMIL NADU 600005   |

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| 30 | VSB Hyderabad     | C9RH+H4W, Hitech City Main Rd, Vittal Rao Nagar, HITEC City, Hyderabad, Telangana 500081  |
| 31 | VSB Kochi         | Tata Communications Limited, Videsh Sanchar Bhawan, Near Civil station, Thirakkara, Kakkanad, Cochin Kerala, India PIN-682030           |
| 32 | VSB Sanjay Nagar  | Videsh Sanchar Bhavan, # 2, KEB Layout, Geddalahalli, Sanjaynagar Main Road, Bengaluru – 560094   |
| 33 | VSNL Raheja Park  | VSNL, NO.12, RAHEJA PARK, MAGADI RD, BGL-560010   |
| 34 | Ahmedabad         | DIR.GALAXY REAL ESTATE DEV[GUJ]P. L 402- CIRCLE - P, OPP.PANCHAVATI AUTO, SARKHEJ-GANDHINAGAR-ROAD, 100-FOOT ROAD, SETTELITE, AHMEDABAD |
| 35 | Bandra Colony     | Videsh Sanchar Nigam Ltd, F No 501, Bandra-Kurla Complex Road, Bandra East  |
| 36 | Chembur Colony    | Asst Engineer Estate, 153, Videsh Sanchar Nigam Ltd, Near New Railway Complex, Chembur  |
| 37 | Chikhali          | TATA COMMUNICATIONS LIMITED, DISTRICT PUNE A/P - Chikhali   |
| 38 | DB Mall Bhopal    | Tata Communications Ltd. -OB1/2 Office Block 1& 2, Fourth Floor<br>D B City Mall, Arera Hills Zone-1 M P Nagar Bhopal                   |
| 39 | Dighi             | TATA COMMUNICATIONS LTD. ALANDI DIGHI ROAD, Pune - 411015   |
| 40 | GIDC Gandhi Nagar | FLATED FACTORY A/78-3-8,GIDC ELEC ZONE GANDHINAGAR  |
| 41 | Girawli           | TATA COMMUNICATIONS LIMITED<br>DISTRICT PUNE A/P -GIRWALI   |
| 42 | Kadus             | G-NO-980 KADUS TAL-KHED DIST-PUNE   |
| 43 | Lonavala          | ROW HOUSE NO 1 NEAR DARGA FRICHILY HILL LONAVLA LONAVALA 410401   |
| 44 | LVSMB Mumbai      | Tata Communications Limited. Ground Floor, Lvsb - Prabhadevi, Kashinath Dhuru Marg, Mumbai - 400 028, India                             |
| 45 | Oshiwara Colony   | Bldg. H-14, Mhp-LI, Gr.Vii, Mhada, Oshiwara Opp Bldg No 30  |
| 46 | Ozar              | AT POST OZAR TALUKA JUNNAR DIST POONA   |

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|----|---------------------|---|
| 47 | Panaji              | House No-213 Merck House, 5th Floor Wing IVSNL Company Tri Star Patto, Panjim-403001  |
| 48 | Surat               | PL A/26/38/39 3RD FLR SNS UDHNA MAIN ROAD Surat (M Corp+OG) TAL: Surat City DISTRICT: Surat   |
| 49 | TISL Andheri        | Tata Communications Ltd, Tisl Building, Technopolis Knowledge Park, Nelco Complex, Andheri - East, Mumbai - 400093                                  |
| 50 | Vishrantwadi        | DIGHI WATER PUMP NR SATHE BISCUITS VISSHRANTWADI PUN, PUNE 411015   |
| 51 | VSMB Mumbai         | Tata Communications Ltd, Videsh Sanchar Bhavan, Mahatma Gandhi Road, Fort, Mumbai   |
| 52 | VSN Mumbai          | 53, Videsh Sanchar Niwas, Vitthaladas Thackarsey Marg, New Marine Lines, Churchgate, Mumbai-400020  |
| 53 | BKC Mumbai          | Tata Communications Limited.Plots C21 And C36, Block G, Bandra Kurla Complex,Bandra East Mumbai 400098,India,Landmark-Behind Mtnl Building          |
| 54 | MAHAPE Mumbai       | Tata Communications Limited, 2Nd Floor, Telecom Building, Midc -Sector-1 Millinium Business Park, Mahape, Navi Mumbai – 400 710.                    |
| 55 | Vashi Mumbai        | Tata Communications Limited, Vat-461, 6Th Floor, International Infotech Park, Tower Iv, 6Th Floor, Vashi Rly Stn Complex, Vashi, Navi Mumbai 400703 |
| 56 | Arvi                | VIKRAM STATELITE EARTH STN ARVI TAL JUNNAR DIST PUNE-412415   |
| 57 | Equinox Mumbai      | Tata Communications Limited, 4th Floor ,Tower 4, Equinox Business Park, LBS Marg,Kurla (W) Mumbai 400 070 ,India                                    |
| 58 | TPC NL Complex POP  | TATA POWER, CORPORATION, S S N L COMPLEX, DAHISAR (E), MUMBAI, 400068   |
| 59 | TPC Mira Road POP   | Tata Power substation,Near Express Highway, Mira road(E)  |
| 60 | TPC Mahalaxmi POP-2 | Senapati Bapat Marg,Lower parel,Mumbai 400013   |
| 61 | Hiranandani Powai   | Powai, Mumbai   |
| 62 | Kamala Mill         | OASIS REALTY PRIVATE LIMITED, OASIS COMPLEX, PANDURANG BUDHKAR MARG,LOWER PAREL-400013  |

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| 63 | Marve Malad New TPC                     | Tata Power Corporation sub station,Malad Marve road, Vishal nagar, Malad (E).                              |
| 64 | TPC Saki                                | Saki Sub Station ,42,Saki Vihar Road,Andheri(East), Mumbai 400057  |
| 65 | TPC Bhandup New (Salsette POP)          | SHARAD CONSTRUCTION CO, SHARAD INDUSTRIAL ESTATE, TATA COM "B" BUILDING,140 LAKE ROAD,BHANDUP(WEST)-400078 |
| 66 | TPC Vikhroli POP                        | TATA power sub station, off eastern express highway, Vikhroli east, Mumbai                                 |
| 67 | TPC Dharavi                             | Dharavi R/S,Nr. Matunga Labour Camp, Mumbai 400019   |
| 68 | TPC Reservoir POP                       | TATA power , reservoir, near seepz material gate, Andheri E, Bombay - 93                                   |
| 69 | TPC BKC POP                             | Tata Power Corporation S/S, Near Asian hart institute,Bandra-kurla Complex, Bandra(E)                      |
| 70 | TPC Parel POP                           | Tata power receiveing station, Parel Tank road, Near kalachowki.   |
| 71 | TPC Versova POP                         | 3rd floor,Link Road,Next BMC Pumping house,Versova S/S, Andheri(W), Mumbai-53.                             |
| 72 | TPC Borivali POP                        | Tata Power house Road,near magathane Depo,Borivli R/s,Borivli (E), Mumbai-66.                              |
| 73 | TPC-Backbay POP                         | Backbay R/S, Backbay Reclamation,Cuf-Parade, Mumbai 400001, Landmark - Near to Budhwar Park                |
| 74 | TPC Mahalaxmi POP                       | Senapati Bapat Marg,Lower parel,Mumbai 400013  |
| 75 | TPC-Carnac POP                          | Sant tukaram road, Carnac Bunder, near masjid station.   |
| 76 | TPC Mind Space Malad POP                | Malad Micro POP, TATA Power Receiving Station, Malad ( W )   |
| 77 | 178-Udhyog Vihar                        | Plot no 178,Ph 4,Udyog Vihar ,Gurgaon- 122015  |
| 78 | Arihant                                 | Shop no. 5 Arihant Complex,Opp.Ashtekar Jwelars,Near Garware Colladge,Karwe road.Pune 411004               |
| 79 | ASCENDAS IT Park-Pinnacle (Chennai) New | Ground Floor, Phase 1 (Pinnacle), International Tech Park, #01 - 7 & 8, Taramani Road, Chennai - 600 113   |

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| 80 | Bagmane Tech Park                   | Bagmane World Technology Center, 83, Laxmi Sagar Layout, 2, Goshala Rd, Garudachar Palya, Mahadevapura, Bengaluru-560048.            |
| 81 | Banerughatta Road                   | Uma Admiralty No:1, Bannerughatta Road,Ward No:64,Dharmaram College Post Bangalore-560029  |
| 82 | BCP                                 | IIIrd. Floor, Flat No-319, Somdutt Chambers, Bhikajee Cama Place,, -110066   |
| 83 | Belapur                             | HILTON CENTRE,ROOM NO.106,BELAPUR,NAVI MUMBAI-400614   |
| 84 | Bhandup                             | Salsette R/S,Lake road, Bhandup, Mumbai 400078   |
| 85 | Blue Ridge                          | Bhopal Bypass Chouraha   |
| 86 | City Gold Mall (New)                | 203,2nd floor, above Brand Factory, City Gold Mall, Shyamal Cross Road, Ahmedabad - 380009   |
| 87 | City Gold Mall (Old)                | 2nd Floor, City Gold Mall, Shyamal Cross road, Satellite, Ahmedabad  |
| 88 | City Office-Ernakulam               | P K Ramlal Prabhu , XL/8799, T.D.East Sannidhi Road,Cochin – 682 035,Ernakulam Village, Kannayannur Taluk, Eranakulam,Ph:9446053927. |
| 89 | Commorce Zone (New)                 | building bearing no. 06, at Survey no. 144 & 145, situate at Samrat Ashoka Path, Yerwada, Pune – 411006                              |
| 90 | Commorce Zone (ODU)                 | K Raheja Corp Private Ltd.Commersezzone,IT park,Yerewada,Pune-411007   |
| 91 | DLF-Kolkata - (RDB PRIMARC)         | Major Arterial Road, Newtown, Rajarhat, Kolkata - 700156   |
| 92 | DLF Assets Pvt Ltd (CYBER CITY- TN) | 1/124 Shivaji Gardens, Moonlight stop, Nandambakkam post, Ramapuram, Chennai 600089.   |
| 93 | DLF Corporate Park                  | DLF Corporate Tower,DLF City Phase-III, near Nathupur red Light, MG Road ,Gurgaon(Haryana)-122002                                    |
| 94 | DLF Cyber city - (GURUGRAM)         | DLF Cyber City, DLF Phase - III Gurugram 122002 Haryana India  |
| 95 | DLF Gateway                         | DLF Gateway Tower,DLF City Phase-III,NH 8,Gurgaon-122002   |
| 96 | DLF Plaza                           | Qutab Plaza Tower(basement-2),DLF City Phase-I, Faridabad Road ,Gurgaon(Haryana-122002)  |

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| 97  | DLF POP-Chandigarh                   | DLF,IT park ,Kishangarh, Chandigarh- 160101  |
| 98  | DLF Sec-62                           | Basement-2,DLF Building,A44-45,Sector-62,Noida- 201301   |
| 99  | DLF Square                           | DLF Square,DLF City Phase-II, Jakranda Marg,Gurgaon(Haryana) 122002  |
| 100 | Doon Express                         | TATA Communications Ltd.IMSI India Pvt. Ltd.2201 Michigan Avenue,Doon Express Business Park,Opposite Transport Nagar,Saharanpur Road, Majra,Dehra Dun – 248002 ( U.K ) |
| 101 | E-CITY                               | Tata Communications Ltd.B,102.3block kssidc electronic city phs 1 Bangalore  |
| 102 | EON Kharadi                          | EON POD E, WING 1, P3 (Backside of BMS room).  |
| 103 | Giga Space                           | Delta II Upper parking ,198/1B , Loah Gaon ,Nagar Rd Pune  |
| 104 | Global Village ( AEE K1 Subdivision) | 104 BHEL Layout second stage, pattanagere north Global village, main road rajrajeswari nagar, Bagalore - 560098  |
| 105 | Harola Sec-5                         | 1st Floor, Gulab Bhavan,Khasara No.952,Village-Harolla,sector-5,Noida-201301   |
| 106 | Hingna MIDC                          | Nikunj Vihar restaurant,X-40, Commercial Zone,Near state Bank of India,Hingna MIDC,Nagpur-440028   |
| 107 | India Land Korattur                  | India Land And Properties Private Limited, Ambattur Industrial Estate, No.14, 3rd Main Road,Thiruvallur Revenue District, CHENNAI-600058                               |
| 108 | Infocity Elcome                      | Elcome,sec 34, Infocity Elcome Gurgaon-122001  |
| 109 | Janakpuri                            | TC, Second Floor, Room No. 206 Suneja Tower-1 Distt Center Janakpuri, New Delhi-110058   |
| 110 | Kalyani Nagar (New)                  | upper basement parking level 1 of building no. B3 situate at Kumar Cerebrum, Kalyaninagar, Koregaon Park Pune  |
| 111 | Karan                                | KARAN ARCADE,SAROJINIDEVI ROAD,SECUNDERABAD,   |
| 112 | KLK-Hyderabad                        | UG FLOOR, KHAN LATEEF KHAN ESTATE,FATEH MAIDAN ROAD, Opp L B STADIUM,HYDERABAD - 500001 Tel-04066984473  |
| 113 | LG-Greater Noida                     | Plot#B-4, Building Material Market, Udhog Vihar, Greater Noida- 201308 UP  |

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| 114 | Magarpatta-S-4                | MAGARPATTA TOWNSHIP DEVELOPMENT AND CONSTRUCTION COMPANY LIMITED, SURVEY NO147-49, HADAPSAR,PUNE-411013                       |
| 115 | Mahape Nelco POP              | Nelco Ltd, El 6, TTL, Industrial Area, MIDC Electronic Zone, Mahape, Navi-Mumbai 400701                                       |
| 116 | Mahindra Motors (Chakan POP)  | Taichi Punyai,Plot No.981,Dongar Vasti,Gat No.14/1/B,Nighoje Gaon,Khed-410501   |
| 117 | Mahindra World City (Chennai) | Unit No.2, Block-A, Grd Flr, Canopy Building, Mahindra world city, Natham Sub(PO), Chengalpet Taluk, Kanchipuram DT - 603 002 |
| 118 | Mahindra World City (Jaipur)  | MAHINDRA technology park,basement block A,Tower A1,JAIPUR-302037  |
| 119 | Malad                         | Shoop No.1, neet Chowk, Vishal Nagar, Marve Road, Malad West-400064   |
| 120 | Manyata Tech Park-(MIT)       | Dhathri Niwas, 4th floor terrace, Nagawara, Bangalore   |
| 121 | Marathalli Croma              | PR Business center, Sarjaoura outer Ring Road, Kadubisinhalli, Bangalore.   |
| 122 | Maruthi Info tech             | Maruthi Info Tech Centre, 11/1, &12/1, Maruthi Orchards Amarajyothi Layout, Ring Road, Domlur, Bangalore-560071               |
| 123 | Masterpiece-Ocus Building POP | OCUS Facility Management Pvt. Ltd. , Upper Basement, Technopolis, Golf Course Road, Sec-54, Gurgaon-122002                    |
| 124 | Mayfair                       | 2nd Floor, Uttam Group Building Near PT Gera POP, Pune, Dhole Patil Road, Pune - 411001                                       |
| 125 | MG Road                       | Mahatma Gandhi Road, 5th Floor, House No.16,PUNE-411001   |
| 126 | MG Road-Mittal Tower          | Mittal Tower, MGRD, Bangalore   |
| 127 | Mindspace Airoli (New)        | building no 14 mindspace business park PVT plot no 3 kalwa ttc industrial area airoli east navi mumbai pin400708              |
| 128 | Mohan Coporative (MCIE)       | A-25, Block B1, Mohan Cooperative Estate, Badarpur, New Delhi-110 044   |
| 129 | Nirlon                        | B1 basement, Nirlon Compound, off western exp highway, Goregaon (E).  |

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| 130 | Nisarg PCMC             | 4840 , Pimpri Waghre , Bombay Pune Highway , Nxt to KSB Pump,Pune – 411018   |
| 131 | NSEZ                    | C8G,SDF Block,NSEZ,Phase-2,Noida-201301  |
| 132 | Okhla-I                 | A - 238 , OKHLA PHASE - I, New Delhi.-110020   |
| 133 | Okhla-III               | Ground floor,Plot no. 52,okhla phase-3, New delhi-110020   |
| 134 | Olway House             | Tata Communications Ltd, 4th floor terrace, Survey No-86/87/98, S.P.44:F.P-245 Olway house, opp. Surya Complex, Nr.Navneet House, gurukul road, Ahemdabad-380052 |
| 135 | Olympia Tech Park (New) | 1, SIDCO Industrial Estate, Guindy, Chennai - 600 032.   |
| 136 | Olympia Tech Park (Old) | 1, SIDCO Industrial Estate, Guindy, Chennai - 600 032.   |
| 137 | Pritech Park            | Pritech Park SEZ, Marathalli-Sarjapur ring, bellanduru, Bangalore - 560103   |
| 138 | PT Gera                 | PT Gera Center , Shop No. 11 Bund Garden Road Pune 411001  |
| 139 | Q City (NEW)            | Block A , Upper Ground fl ,No 109,110, 111/2 ,Nanakramguda village ,Gachibowli,Hyderabad - 500 032   |
| 140 | Raheja                  | ms/ Raheja tors owners association , 177 anna salai, chennai 600002.   |
| 141 | Rathinam Tech Park      | Rathinam Techzone campus,228 Pollachi main road,Rathinam Technopark,Coimbatore-641021  |
| 142 | Sanand                  | Tata Communications Ltd, ground floor,Ghar No. 633, Bhudev Vas, Bol Village, Sanand-2, 382170  |
| 143 | Sanath Nagar            | Kandukuri Residency , 7-1-644/A/1, Plot No-3, Sunder Nagar, Erragada, H'bad pin-500018   |
| 144 | Sec-16A                 | Plot No. 15-16,Sect-16A, Noida- 201301   |
| 145 | Sec-44 (New)            | Plot No 89, Sec-44, Gurgaon-122001   |
| 146 | Sec-63                  | KRISHAN KIRPA COMPUTER INDUSTRIES, GAUTAM BUDH NAGAR, A-154A, SECTOR - 63, NOIDA-201301  |
| 147 | Sec-9                   | Tata Communications Ltd., 2nd floor, B-42 Sector- 9 Noida UP.Pincode- 201301   |

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|-----|---------------------------------|---|
| 148 | Shastri Park (DMRC)             | L&T Infocity Limited, Delhi IT Park, Shashtri Park, New Delhi-110001  |
| 149 | Shivaji Nagar (Kubera) New      | Shop No 3, Kubera chambers, Jangli maharaj road, Shivajinagar, opp sancheti hospital, Pune 411005                     |
| 150 | Shivaji Nagar (Kubera) Old      | Kubera chamber near kalaniketan shivaji nagar Pune  |
| 151 | Shivshakti Old POP              | Near Sasuma Thali Restaurant, 5th floor, Shivshakti Complex, 5th floor, Shivshakti Complex, Alkapuri, Vadodara-390005 |
| 152 | Shobha Hinjwadi                 | Rajiv Gandhi IT Park Phase II, Near TATA Bluescope Ltd. Pune 411057   |
| 153 | SNS House                       | SNS House, Opp. Silicon shoppers, Above south Indian Bank, Udhana-Navsari Main road, Udhana, Surat- 394210            |
| 154 | Sohana Road                     | Tata Communications, Basement, Spaze Tower-B, Sec-49, Sohna Road, Gurgaon - 122 002, Haryana (India)                  |
| 155 | SB Biotech (Alexandria)         | SP Biotech Park, S.Y No. 230 to 243, Wetlabs Genome Valley, Turkapally, Shamirpet, RR District - 500 078              |
| 156 | SP Infocity-Airoli ITP-Chennai  | Global Info City - Block C (SP InfoCity) in Perungudi, Chennai-96   |
| 157 | SSPDL-ALPHA Enterprises-Chennai | Old Mahabalipuram road, Navallur village, Chengalpet Taluk, Kancheepuram District, 603103                             |
| 158 | Surana POP                      | TC, Surana building, Near Girnar Hotel, Adalat Road, Aurangabad Maharashtra. 431001                                   |
| 159 | Symbiosys                       | Symbiosis Technologies, 2D, Balaji Mangalagiri Chambers, Siripuram, Vizag-530003                                      |
| 160 | Tapasya Infopark                | ground floor, Tapasya, infopark campus, kusumagiri-PO, Kakkandu pin 682030  |
| 161 | Tata Building (Mohali)          | B-75, Industrial Area, Phase 7, Mohali- 160055  |
| 162 | Tata Centre                     | Major PoP (376 Sq ft) 1st flr, 46 J NEHRU ROAD, KOLKATA-71  |
| 163 | TECCI Park                      | ECCI INFO PARK, 457/2 TALUK NEELANGARAI, DISTRICT CHENNAI.  |
| 164 | Tech Boulevard Sec-127          | Basement-2, Techboulward Building, Tower A, Plot No. 6, Sector-127, Noida-201301                                      |

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| 165 | Tidel Park - Chennai         | Tidel Park Ltd, 4 rajiv gandhi salai, taramani, chennai 600113   |
| 166 | TRIL Infopark Ltd            | TRIL INFOPARK LTD, RAJIV GANDHI SALAI, TARAMANI (OMR), RAMANUJAN IT CITY, COCHIN-600113  |
| 167 | Unitech (Candor)             | Brookfield India Office Parks, Plot No. 1, Block DH, Action Area- 1D, New Town Rajarhat, Kolkata 700156  |
| 168 | Unitech Business (candor-WB) | Candor- Rooftop Tower A3, Newtown, Rajarhat, Kolkata-700156  |
| 169 | Uppal-Hyderabad              | Sesha Reddy Estate,Plot No B-8/3,Uppal IDA Uppal Mandal ,Rangareddy District ,Hyderabad - 500 039  |
| 170 | Vasanth Nagar (New POP)      | Basement, JP & Devi Jembukeshwar Arcade building:No: 69, Millers road, Municipal ward No: 78, Vasanth Nagar Bangalore  |
| 171 | Verna POP                    | TATA, F-4-IDC utility complex,Near Finolex main gate,Verna industrail estate,Verna-Goa.-403722.  |
| 172 | Vijayawada (Hitech City)     | ACE Urban Hitech City Limited, (Formerly Known as L&T Hitech City Limited), Survey No.52 & 53/1, Kesarapalli, Gannavaram (M), Krishna (DT), Andhra Pradesh, Pin:521102 |
| 173 | Vikhroli                     | Dheeraj Kawal Bldg, Vikhroli (W)   |
| 174 | Vivek Nagar (Koramangala)    | No-11, 80ft road, Koramangala, Bangalore-560034.   |
| 175 | TTL-Jamshedpur POP           | VSNL, 5th Floor Voltas House, Bistupur Jamshedpur-1  |
| 176 | Okhla POP- III New POP       | 52 Okhla Industrial Estate, Phase-III, New Delhi- 110020   |
| 177 | Nirman Vihar                 | E-359, Nirman Vihar, New Delhi- 110092   |
| 178 | Gomti Nagar POP              | B2/133,Komti Nagar,Vishal Khand,Lucknow,UP 226010  |
| 179 | Sect 62-Noida POP            | Basement-2,DLF Building,A44-45,Sector-62,Noida- 201301   |
| 180 | Sec-60 Noida                 | B1 second floor sec 60 NOIDA pin 201301  |
| 181 | BWTC POP                     | Bagmane World Technology Center, 83, Laxmi Sagar Layout, 2, Goshala Rd, Garudachar Palya, Mahadevapura, Bengaluru-560048.  |
| 182 | RMZ Millennia POP            | 32/4, Hosur Main Road, Roopena Agrahara Village, Begur Hobli, Bengaluru - 560068   |

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|-----|--|---|
| 183 | Tambaram POP                           | Brindavan Ave, Tambaram West, Tambaram, Chennai, Tamil Nadu 600045  |
| 184 | ETL Infrastructure Services Ltd POP    | IT Park, Pallavaram – Thoraipakkam 200 Feet Road, Thoraipakkam, Chennai–600097  |
| 185 | TIDEL PARK COIMBATORE                  | Tidel Park Ltd, 4 rajiv gandhi salai, taramani, chennai 600113  |
| 186 | One BKC POP                            | Tata Power Corporation S/S, Near Asian hart institute,Bandra-kurla Complex, Bandra(E)   |
| 187 | Reliable Tech Park POP                 | RELIABLE EXPORTS (India) Pvt .Ltd.HANUMAN SILK MILLS COMPOUND KANJURMARG WEST MUMBAI  |
| 188 | KHOND ARCADE POP                       | Terrace, Khond Arcade, Parihar Chowk, Aundh Pune 411007   |
| 189 | PSPL                                   | 402, Bhagirath Chambers, Ganesh Khind , Senapati Bapat Road, Near Pyramids Mall , Pune 411016.  |
| 190 | Oshiwara POP                           | VSNL residential Apts. Building No.- 30, 31, 32, Besides Mira Apartment, Near Oshiwara Police Station, Adarsh Nagar, Andheri(W), Mumbai-400102. |
| 191 | Silk Board POP-Bangalore               | 32/4,Roopena Agrahara ,Bangalore-560068   |
| 192 | Peeniya-Bangalore                      | Pragathi Mahalakshmi, #62, 1st Main Road, Industrial Suburb, 2nd Stage, Yeshwantpur, Bangalore - 560022   |
| 193 | SP Infocity EB                         | Global Info City - Block C (SP InfoCity) in Perungudi, Chennai-96   |
| 194 | Eros Tower Nehru place-Delhi           | NEHRU PLACE HOTELS & REAL ESTATES PVT. LTD. Unit-ECT, ECT-8th Floor, Eros Corporate Tower, Nehru Place, New Delhi-110019                        |
| 195 | KALYANI TECHPARK PRIVATE LIMITED-(KTP) | Helios Business Park, Wing - D, Kadubeesanahalli, Kariyamma Agrahara Village, Varthur Hobli, Bangalore - 560103                                 |
| 196 | TC POP PANAMPILLY                      | EDEN SQUARE, First Floor, Parambithara Road, Panampilly Nagar, Ernakulam - 682036   |
| 197 | Shivshakti New POP                     | Near Sasuma Thali Restaurant,5th floor, Shivshakti Complex,5th floor, Shivshakti Complex,Alkapuri.Vadodara-390005                               |

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| 198 | Manesar                        | Plot no. 15, Sector-05, IMT Manesar, Gurugram, Haryana 122050.  |
| 199 | Pitampura                      | Pitampura, Delhi - 110034   |
| 200 | Radial IT park Private Limited | Tower -1, International Tech Park Chennai, Radial Road, Zamin Pallavaram, Chennai-600 117   |
| 201 | Tolly Gaunge                   | Tollygunge- 45B , Charu Chandra Avenue, P.S Charu Market, Kolkata, West Bengal 700033   |
| 202 | New PT Gera                    | 201-B, 2nd floor, P T GERA CENTER, Opp Wadia College, Bund Garden Road, Pune 411001   |
| 203 | Ahmednagar                     | Tata Communications Limited , SURVEY NO 82/8B/1A, NITYA SEVA SQUARE PAWEDI, PLOT NO 1, AHMEDNAGAR-414001  |
| 204 | Ajmer                          | Tata communications ltd , K.C. Complex, 3rd floor, Near Lift Lobby, Opp. Daulat Baugh, Ajmer. -305001.  |
| 205 | Allahabad                      | Tata Communications Limited , 2/4 A , PATRIKA MARG, CIVIL LINES, ALLAHABAD-211001   |
| 206 | Ambala                         | Tata Communications Ltd.2nd Floor, Minerva Complex, Rai Market, Amabala- Haryana-133001   |
| 207 | Amritsar                       | Tata communications ltd , SCO-15, 1st floor, Distt. Shopping Complex, Rajneet Avenue, Amritsar-143001   |
| 208 | Arakkonam                      | Tata communications ltd , No.1/132, Near Milestone 1/0, Mosur High Road, Haffieldpet, Arakkonam-631001.   |
| 209 | Ariyallur                      | TC,Optic Fiber commn Repeater Station, Ariyalur Rly Station-621704  |
| 210 | Aurangabad                     | TC, opposite. Universal high school, midc chikalthana, Auragabad 431003   |
| 211 | Aurangabad New POP             | TC, opposite. Universal high school, midc chikalthana, Auragabad 431003   |
| 212 | Basav Kalyan                   | TC, KIBD Industrial area,Tq- Basavkalayan, Bidar State Karnataka 585327   |
| 213 | Bhabhru                        | Tata communications limited , Near 190 K.M. milestone towards Delhi Near Patwari Office, Bhabru Village, Virat Nagar Tehsil, Dist. Jaipur.302 001 |

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| 214 | Bharuch        | Tata Communications Ltd, Adjacent to Fascal Tower, Behind Nanavati Ashok Leyland, Nr. Honda Service Station, NH-8, Bharuch, Gujarat-392001 |
| 215 | Bhatinda       | Tata Communications Limited , GT ROAD, VICKY MOTOR WORKS, NEAR JILLA PARISHAD, OPP DR. USHA MADAN, BHATINDA-150001                         |
| 216 | Bhilwara       | Tata communications Ltd, Shop No 31 to 34 Ganesh plaza opp. Road ways bus stand Bhilwara -311001   |
| 217 | Bhopal         | Tata Communications Ltd. -OB1/2 Office Block 1& 2, Fourth Floor, D B City Mall, Arera Hills Zone-1 M P Nagar Bhopal                        |
| 218 | Bhubaneswar    | Tata communications limited, IDCO Tower, 10 th floor, 1, Janpath, Bhubneshawar, Orissa -751022   |
| 219 | Bijay Nagar    | Tata communications limited, 27th mile choraha , Bijai Nagar-305624  |
| 220 | Bilaspur       | Tata Communications Ltd. Bhatti-Airtel office, Sarjubagicha, Telepara Road, Bilaspur, CG-495001  |
| 221 | Biora          | Tata Communications Ltd., Bhopal Bypass Chouraha, Padoniya Road, Biora, Rajgarh (MP)-464674  |
| 222 | Bongaon        | TC, PO MOTIGUNGE BAGDA ROAD, VILL KHUTIBARI, BANGAON-743235  |
| 223 | Burhanpur      | "Tata Communications Ltd. Near HP Petrol pump, Mansingh sugar mill, Ziri, Burhanpur (MP)-450331"   |
| 224 | Byadagi        | TATA Communications LTD, Beside Airtel tower, Mallur road, Byadgi-581106. Contact Person : Farukh Razak - 9243593686                       |
| 225 | Chandigarh     | Tata Communications Ltd , Transformation Services SCO-173/74, Sector-17C, 1st floor, Chandigarh, Punjab-201005                             |
| 226 | Chapwa         | TC, VILL-PHULWARIA OJHA, PO. PHULWARIA, CHAPUWA CHOWK, PS. SUGAULI, EAST CHAMPARAN, BHIHAR-845456  |
| 227 | Chengalpet     | TC, Chengalpet Railway OFC Repeater, Railway Junction, Chengalpet-603001   |
| 228 | Chhatarpur New | "Tata Communications Ltd., Shukla Complex, Near Panchvati Dhaba, New Panna Naka, Chattarpur (MP)-471001"                                   |

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| 229 | Chittoor    | Tata communications ltd,Door No.15-2448, Johns Garden, Opp. Indian School of English, Palamaneru Road, Chittoor, Chittoor Dist. AP-517002. |
| 230 | Coimbatore  | TATA Communications Ltd 1st floor,Alveal tower,Puliyakulam Road.Coimbatore -Tamil Nadu   |
| 231 | Cuttack     | Tata communications limited, 2nd floor , PRACHI HOUSE,AULCOMPOUND,BADAMBADI,CUTTACK,ODISHA,PIN-753009                                      |
| 232 | Dewas       | Tata Communications Ltd. 3rd floor,above vishal mega mart building, near sanskar hospital,AB road, Dewas (MP)-455001                       |
| 233 | Gaya        | Tata Communications Limited , MANPUR-KHIZARASARAI ROAD, BEHIND VISHAL PETROL PUMP, BUNIADGUNJ, GAYA-823003                                 |
| 234 | Gorakhpur   | Tata Communications Limited , LIO-475, SIDHARATH ENCLAVE, BHAGAT CHAURAHA, GORAKHAPUR-273005   |
| 235 | Guwahati    | Tata Communications Limited , 3rd flr, Basundhara Enclave, Dr. B.K.Kakati Road, Ulubari, Guwahati - 781007                                 |
| 236 | Gwalior     | TATA COMMUNICATIONS LIMITED,ground floor,orient tower,near LIC office,Sachin tendulkar marg,city center gwalior -474011.                   |
| 237 | Hansi       | Tata communications Ltd. 480\21 Sant Lal Ghakkar dairy Wala, near tiki a park, Barwala toad, Hansi-125033 Haryana.                         |
| 238 | Hassan      | Tata communications ltd,behind suvarana regency,college building,Bangalore-Mangalore Road, Hassan, Karnataka-573201.                       |
| 239 | Hebbal      | TATA Communications LTD RK Lake Tower Outer Ring Road Guddadahalli, Hebbal- 560024. Contact Person : Farukh Razak - 9243593686             |
| 240 | Himmatnagar | Ashoka Complex, 1st floor, Main Idar highway Road, Opp. Vyapar Bhawan, Himmatnagar-383001  |
| 241 | Indore      | Tata Communications Ltd., MPSEDC,Optel Building, Electronic Complex, Pardesipura,Indore (MP)-452010  |
| 242 | Itarsi      | "Tata Communications Ltd. Near Reliance Petrol Pump, Patel Dharma Kanta,Kheda, Itarsi (MP)-461111"   |

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|-----|------------------|---|
| 243 | Jaipur           | Tata Communications ltd,Ground floor and Basement ,<br>Dharma Heights, Motilal Atal Road,opp ganpati plaza, Jaipur-<br>302 001              |
| 244 | Jejuri           | TATA COMMUNICATIONS LIMITED, GNO 639 PLNO 9<br>LAVATHALE TAL PURANDAR DIST PUNE JEJURI 412303.  |
| 245 | Jalkot/Jhalkot   | TC,On MS 298/800 NHAI-9 Solapur -HYD Road ,At -Jalkot<br>,Taluka Tuljapur,Dist:Osmanabad,Maharashtra.413602                                 |
| 246 | Junoni           | Tata communications ltd,Krishna hospital building, at post<br>Junoni, Taluka sangola,Dist solapur-413307                                    |
| 247 | Kadodara (Surat) | G-74, ground floor, Chhatrala City Center, NH-8, Near<br>McDonald's, At. & Post- Umbhel, Ta. Kamrej, Surat-394325                           |
| 248 | Kalyan           | TATA COMMUNICATIONS LIMITED , Near Diamond Bar,<br>Nasik Highway, Kalyan (W) 421301   |
| 249 | Kankroli         | TATA Communications limited Shop No.2&3, Pannadhya<br>circle, Bandiya Nala, 733/6 Village & Post-Kaiwari, Rajasthan<br>- 313324             |
| 250 | Karad            | Tata Communications Ltd, 2nd floor, 436/1, Sahyadri<br>Bhavan, Market yard, Shaniwar Pet, Karad – 415110                                    |
| 251 | Karnal           | Tata communications ltd,Goyel building,first floor,old janta<br>grain market, near PP jewellers,Karnal-132001                               |
| 252 | Katra            | Tata Communications Ltd. Gualabvati Sharma/Ram chand<br>sharma, 733/6 Village & Post-Kalwari, Kalwari<br>Turning,Katra(M.P)-486117          |
| 253 | Kishangarh Bas   | Tata communications limited ,MOTHUKA ROAD, behind<br>electric house, Kishangarh Bas, Dist- Alwar, Rajasthan 302<br>001                      |
| 254 | KR Pet           | Tata communications ltd, K.J. Borelinge Gowda Complex,<br>1240/1241/1242, 80 feet Road, Krishnaraj Pet, Mandya<br>Dist., Karnataka - 571426 |
| 255 | Kulpa            | Tata Communications Ltd. Near Airtel Site, Village-Kulpa,<br>Post - Karanja, Tehsil - Lanjhi, Dist-Balaghat (MP)-481224                     |
| 256 | Lucknow          | TC , Chintel House, 5th Floor ,16 station Road, Lucknow<br>(UP) PIN-226001  |

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| 257 | Ludhiana               | Tata Communications Ltd,M/s.Mayur Real Estates P.Ltd. Surya Towers, 5th floor, 108, The Mall Road, Ludhiana-141001   |
| 258 | Madikeri               | Cauvery Tower Building, SY No 23/A,23 1A Block No11, Tal - Madikeri, Dist- Kodagu, Karnataka .571201   |
| 259 | Mangalwedha            | Tata communications ltd , Post Mangalwedha, borale naka , back side of vijay automobile, Near Tyre Remoulding Works, 100 Mtrs. To noth of SH-03 and near 317.8 km milestone, Mangalwedha. 413305 |
| 260 | Meerut                 | Tata Communications Ltd. 501,Pooja building,4th Floor,Mangal pande Nagar,university Road.Merrut- UP - 250001   |
| 261 | Mehasi                 | TC, NEAR HIGH SCHOOL, OPP. POLICE CAMP., ASHA DEVI, MEHSI-845426   |
| 262 | Mogaltharu             | Tata Communications Ltd, R.S No. 496/1, Mogalturu Village, Mogalturu mandal, West Godavari District, Andhra Pradesh State, India   |
| 263 | Mudhaltitta (Kolhapur) | Tata Communications Limited C/O Balwant Balugade House no 1380/1 , near rice mill, Mudalthitta, Tal- Kagal,Dist- Kolhapur-416000   |
| 264 | Nadiad (Anand)         | Tata communication ltd.Adjacent to Idea tower,Behind Pleasant hotel,1 Km away from Samarkha chowkadi toward Vasad,NH-8, Anand, Gujarat-388001  |
| 265 | Nagpur                 | Tata communications Ltd,4th Floor,222,Vishnu vaibhav building,akashvani squre Palm Road Civil line-Nagpur - 440001   |
| 266 | Nanded                 | Tata Communications Ltd., Rathod Sankol Shahu nagar ,Anandnagar raoad, Nanded-431602   |
| 267 | Narsinghpur            | Tata Communications Ltd. Opposite Anand Metal Industries, Chindwara Bypass Road, Narsinghpur (MP)-487001   |
| 268 | Palakkad               | Tata communications ltd , Century Complex, Mathakovil Street, CBE Road, Sultanpet, Palakkad-678001.  |
| 269 | Palamanglam            | Tata Communications Ltd, Pallamangalam south Village , Post Narayanavanam Mandalam, Distt. - Chittor (AP)-517581   |

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| 270 | Pankha             | Tata Communications Ltd. Khasra no.- 316/29, Gram post. PankhaTahsil- Amla, Dist. - Betul [M.P.]-460553                                       |
| 271 | Parsik Hill        | Tata Communications Ltd, Shop no 10, Plot no29, Parsik hill sector-26 , CBD Belapur, Navi Mumbai – 400614                                     |
| 272 | Patna-Budhmarg     | Tata Communications Ltd. Deepsheela Complex,Aditya Compund, Ground Floor,Near Ashok Cinema,7,Patna – 800001.                                  |
| 273 | Patna-Indra Bhavan | Tata Communications Limited,6th floor, Indra Bhawan, Ramchritra Singh Path, Opp - Bally Road -Patna-800001                                    |
| 274 | Patna-Kankar baug  | TC,Madhusudhan mishra CC-7, P.C.COLONY,1ST FLOOR, kankarbag PATNA-800020  |
| 275 | Pharinda           | TC,Pathak w/o Mr.Ravindra Nath Pathak,,Ward No 3,Vikas Nagar Colony,Nagar,Panchayat-Ananad Nagar,Pharenda273155                               |
| 276 | Pondicherry        | TATA Communications Ltd, NO.86 Mission street, 2nd floor ,Puducherry-605001   |
| 277 | Raipur             | Tata Communications Ltd. 3rd Floor,Chawla Complex, Devendra Nagar Road,Sai Nagar, Raipur (CG)-492001  |
| 278 | Ranchi             | Tata communications limited , Prasanti House, 3rd Floor, Lalji Heerji Road, Ranchi(834002)  |
| 279 | Ranipet            | Tata communications ltd , 5/1A, Bharati Nagar, Behind Weigh Bridge, Sipcot, Ranipet, Vellore District., Tamilnadu-632403.                     |
| 280 | Rourkela           | TATA Communications Limited,TAHASIL-PANAPOSH, MOUZE-BRAMHANI TARANG, NITIN KHAITAN, VEDVYAS, NEAR J.K. PETROLPAMP, SUNDAGARH, ROURKELA-769041 |
| 281 | Salem              | TATA Communications Ltd , 73,Blossom plaza,Four roads,Salem-636007  |
| 282 | Sangli             | TATA Communications limited ,Krishnashraya Bldg,Rockel line, Vakharbagh,Sangli -416416  |
| 283 | Satna              | Tata Communications Ltd. 2nd floor,Tiwari Tower,Rewa Road, Satna (MP)-485001  |
| 284 | Sec-12A Gurgaon    | SCO 39 HUDDA market sector 12 a Gurgaon pin-122001  |

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| 285 | Shahjahanpur           | Tata communications limited ,Chobra Village, Tehsil Nimrana, Alwar District, on Khasra No.119 and near RTA Check Post, Opposite to RICO Indl. Area, Behror Tehsil, Alwar District.301706 |
| 286 | Shakti-Champa          | Tata Communications Limited, C/o Samer Vijay Singh, Ward No.14, Baradwara Road, Shakti (CG)-495689   |
| 287 | Shivpura               | Tata Communications Ltd.Shivpura Village,Amrithapura-Hobali,Sy No..3/2 PL,Taluk-Tarikere, 577116,Manglore-Chikmanglore   |
| 288 | Sidharwali-Dharuhera   | Tata Communications Ltd.   |
| 289 | Siliguri               | Sevoke road,opp payal hall,Merchants square 1st floor,jaipaiguri,Siliguri-734001   |
| 290 | Solapur                | Tata Communications limited,111, Gulmohar Complex, Modi Khana, 7 Rasta, Near Yatiraj Hotel, Solapur-413001.  |
| 291 | Sonipat                | TATA Communication Ltd. 1st Floor, Virdhman Complex (Bittu Tikki Wala), Osram chowk , Opp. Civil Hospital, Delhi Road, Sonipat, Haryana, Pin Code-131001                                 |
| 292 | Srikakulam             | TC, NEAR HEAD POST OFFICE, BESIDE NAGAVALLI HOTEL, RING ROAD JUNCTION, D.NO-8/15/52, SRIKAKULAM-532001   |
| 293 | Sullia                 | TATA Communications LTD, Delma Comlex Sullia Madikeri main Road,Gandhinagar Sullia-574239  |
| 294 | Talasari               | Tata Communications Limited,Rajput Complex, Sutar Pada, At Post. Talasari, National Highway 8, Thane-401 606.  |
| 295 | Tindivanam             | TC,Railway OFC Room, Railway Station Road, Tindivanam - 604001   |
| 296 | Trichy Almas Plaza     | Tata Communications Ltd,   |
| 297 | Trivandrum-Techno park | TATA Communcations ltd B-1 parkcenter building, Technopark ca mpus, Karyiavattom, Trivandrum 695581 Unni Krishnan - 9037009224   |
| 298 | Udaipur                | Shop No.2&3, Pannadhya circle, Bandiya Nala,   |
| 299 | Vadagaon               | Tata communications Ltd,Gat No.17, Sambhapur, Tal.Hatkalangale, Dist Kolhapur-416003   |

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| 300 | Valsad                           | Tata Communications Ltd.Opposite Hotel Sarovar1km away from Gundlav Chaukdi towards Mumbai (NH-08)Village – DhamdachiDistrict – Valsad (Gujarat) – 396001                      |
| 301 | Vijay Nagar                      | TC, Behind House of Nathur Johita Lavar, Opposite to Theen Rasta, Opposite to Road to Kokra Border, Village Vijaynagar, Vijayanagar Taluk, District Sabrakantha, Gujrat.383460 |
| 302 | Villuparam                       | TC,Railtel & OFC, Villupuram Junction, Villupuram - 605602   |
| 303 | Virudhachalam                    | Tata communications limited c /o railtel corporation Ltd virudhachalam railway station virudhachalam, Virudhachalam, Tamil Nadu 606001   |
| 304 | Bashirhat                        | TATA COMMUNICATIONS LIMITED, Near Dhali parking, Nakuadaha, Itinda. Panitar, West Bengal 743292  |
| 305 | Jogbani                          | Tata Communications Ltd. 4th floor, Salasar Complex, Jogbani Nearby Reliance Trends Showroom Pin:- 854328  |
| 306 | Durgapur                         | 5/22 Maxmuller Path , Non company Housing Estate, City Centre, Durgapur, West Bengal-713216  |
| 307 | Dungarwaha(Jashi)                | Gail RR AND IP STATION, GAIL (India) Ltd., VILLAGE-DUNGARWAHA, NEAR RAKSA, TEHSIL- JHANSI, DISTRICT-JHANSI, U.P. 284419  |
| 308 | GAIL SV-02 PUR,KANPUR DEHAT      | SV Station , GAIL (India) Ltd. Pur , Village - Tigain , Dist-Kanpur Dehat UP-209303  |
| 309 | GAIL SV-05 ,ETAULI,UNNAO         | SV Station GAIL ( India) Ltd. Village - Etouli Distt- Unnao , (UP) – 209801  |
| 310 | GAIL IP-2 THULENDI,RAEBAREILI    | IP STATION, GAIL (India) Ltd, THULENDI , NEAR BACHRAWAN, DIST:-RAEBARELI (UP) 229301   |
| 311 | GAIL IP-3 KHERI(JALAUN)          | RR AND IP STATION, GAIL (India) Ltd., VILLAGE-KHERI, KONCH-KELIA ROAD, TEHSIL- KONCH, DISTRICT-JALAUN, U.P. 285205   |
| 312 | GAIL SV-14,KHERA MUSTQIL(JALAUN) | SV Station GAIL (India) Ltd. Village - Kheda Mustakil , Distt. Jalaun , (UP) 285125  |

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| 313 | GAIL SV-11,RAHITIKAR,PRATAPGARH            | SV Station GAIL ( India) Ltd. Village - Rahatkar , Distt. - Pratapgarh , (UP) 230139                                      |
| 314 | GAIL SV-15,PRAYAGRAJ                       | SV Station GAIL ( India) Ltd. Village - Mustafabad , Block - Phulpur , Distt. -Prayagraj , (UP) 212404                    |
| 315 | GAIL SV-03PD,RASVADIYA                     | VILLAGE: RASVADIYA, PRAGANA: MARIYAHU, TEHSIL-MARIYAHU,DIST-JAUNPUR, UP-222161  |
| 316 | GAIL SV-02G,RAJEPUR,AZAMGARH               | GAIL (India) Ltd RAJEPUR, PRAGANA: DEVGAON, TEHSIL-LALGANJ,DIST-AZAMGARH, UP 276202                                       |
| 317 | GAIL SV-05G,TARUNA BASS GAON(AMBEDKAR NAGR | VILLAGE:TARAUNA BASGAON, PRAGANA: BIDHAR, TEHSIL-ALAPUR,DIST-AMBEDKARNAGAR, UP 224176                                     |
| 318 | Balasore                                   | TATA Teleservices Ltd, near Panchajan Hotel, Station Square, Bhaskarganj, OT Road, PO & Dist-Balasore, Odisha, Pin-756001 |
| 319 | BUDHIPADAR                                 | Patel Building, c/o - Kishore Kumar Patel, H- Katapali Buddhipadar, Jharsuguda, Odisha pin--768202                        |
| 320 | Morthan                                    | TC,block no 52/P VILLAGE: MORTHAN Tal,olphad dist surat   |
| 321 | SV 35 DHARMAREDDYPALLI                     | Gail India Ltd, near HPCL terminal, Mthyla amma Temple, Sallongudem village, Telengana -508284                            |
| 322 | CHOWTAPALLI SV 22                          | Gail India Ltd, Chowtapally, Near Pallemalli Kodanda rama nursery, Reerullapadu Road, AP 521323                           |
| 323 | SV 26- BALUSUPADAU                         | Gial India Ltd, Near to HP Gas Station,, Balusupadau post,Kirshna District, AP - 521175                                   |
| 324 | IP - 02 IMAMPET,SURYAPET                   | Gial India Ltd, Singareddy palem, Immamet, Suryapet town to Derajpalle Road, Near HPCL terminal, Telengana - 508213       |
| 325 | SV 32- MUNUKUNTLA                          | Gail India Ltd, Near, Munukuntala, Katagur village, Nalgoda village, Telengana - 508205                                   |
| 326 | IP-01 VEDURUPAKA(GOKAVARAM)                | Gail India Ltd, IP 01, Ramalayam temple road, Near Government school, East Godawari dist, AP 533289.                      |
| 327 | SV 8-CHERLOPALEM                           | Gail India Ltd, Cherlopalem Village, Lakshimpuram Road, Zillidepudi Village, AP - 531085                                  |

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| 328 | SV 10-vommangi           | Gail India Ltd, Next to Peranthamma Temple, Vommangi to Uttarakanchi road, Kakinada AP -533430                              |
| 329 | SV-4 R.BHIMAVARAM        | Gail India Ltd, R- Bhimavaram,towards Shivaramapuram road, AP- 531031   |
| 330 | SV 14-KOMATIGUNTA        | Gail India Ltd, SV 14, Komati gunta Village, Gopalapuram PO, Near HP Gas station, West Godawari dist, AP 534316             |
| 331 | SV 17 Gail JILAKARAGUDEM | Gail India Ltd, SV 17, Jeelakaragudem village, Near Govt school, West Godawari Dist, AP 534449                              |
| 332 | SV-20 RUDRAVARAM         | Gail India Ltd, SV 20, Rudravarm village, Near Ammavari Temple, Rudarvam to cheemalapadu Road, AP 521215                    |
| 333 | RT Cherlapally           | Gail India Ltd, Chelapally, IDA Phase III Behind HPCL Bottling plant, Hydrabad, Telangana, 500051                           |
| 334 | Mayapur                  | Gail RR AND SV STATION, GAIL (India) Ltd., VILLAGE-MAYAPUR, TEHSIL- PICHHORE, DISTRICT-SHIVPURI, M.P. 473995                |
| 335 | Mangalore                | 1st floor Essel willcon Bendorewell junction,Kankandy, Mangalore-575002   |
| 336 | Waghodia                 | TC,1162/14/1 NR KATARIA showroom Tal-waghodia Dist-vadodara pin391760   |
| 337 | Ludhiana New             | Tata Communications Ltd,M/s.Mayur Real Estates P.Ltd. Surya Towers, 5th floor, 108, The Mall Road, Ludhiana-141001          |
| 338 | Gorakhpur New            | Tata Communications Ltd Village- Barhua, Pargana - Bhavapara, Tehsil- Sahjanwa, District-Gorakhpur, Uttar Pradesh - 273016. |
| 339 | Varanasi New             | TC, D59/105A-64,Chandrika Colony, Varanasi-231010   |
| 340 | Nagpur New               | Tata communications Ltd,4th Floor,222,Vishnu vaibhav building,akashvani squire Palm Road Civil line-Nagpur - 440001         |
| 341 | Nellore                  | TC,16/646, Gandhinagar, Pogathota, Nellore, A P - 524001  |
| 342 | Meyyur                   | Survey No. 458/1, New Survey No. 758/17Meyyur Village, Uthukottai,Thiruvellore Village.Near Meyyur Library.                 |
| 343 | Tirupati                 | Tata Communications Ltd., Near Library, Ricemill Road, Thiruvallur Dist. Meyiur - 602023                                    |

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| 344 | Warangal                               | Konda Building, Survey no. 49/4A, 50/4A, Plot no. 19 - 9-29, kennady nagar, old Tiruchanoor Road, Triupati 517501.                                    |
| 345 | Biharsharif                            | TT ready complex 2/5/651 subedari hanamkonda 506001   |
| 346 | Dhakale                                | BSPTC 220/132KV BIHAR SHARIFF, Ranchi patna road,bihar-803216   |
| 347 | Gail Dhatrawda                         | Tata communications ltd, C/O sanjay Nalgolkar ,Village-Dhakale,Tal-Palghar,Dist-Thane,pin-401404. Contact person : Surendra Yadav (8149978329)        |
| 348 | GAIL - Bharje pali                     | Tata Communications Lt C/O GAIL, Agar to Sarangpur road Dhatrawada, tehsil- Mohan Badodia, district - Shajapur, Madhya Pradesh                        |
| 349 | GAIL - Kuduk Mumbai Bangalore route    | TC,Gail India Limited (Sv-2) A/P Bharje Tal Pali, Dist Raigad Pin 410205 Maharashtra  |
| 350 | GAIL - Savroli- Mumbai Bangalore route | TC,Gail India Limited (Sv-4) A/P Kuduk Khurd, Dist Raigad Pin 410205 Maharashtra  |
| 351 | Panchgaon                              | TC,Savroli, Tal Khalapur Dist Raigad Maharashtra near Khalapur Toll Gate on Mumbai Pune express Highway Pin 410205                                    |
| 352 | Raxaul                                 | Ground Floor, Sudam complex, A /PO/via - Panchaon, PS - Rengali, Gram Panchayat - Panchgaon, Block - Ahaboria, Dist - Jharsugradh, Orissa - 768226    |
| 353 | Sonauli                                | Ward no.04, Kaurihar Lakshmipur, Raxaul, Champaran-845305.  |
| 354 | Varnama                                | Tata Communications Ltd. C/O Khasra No. 275 , Mauza Sukrauli, Tappa Sirsiya Pargana-Vinayakpur , Tehsil-Nautanwa , Distt-Maharajganj, Pin-273164, U.P |
| 355 | Vijayawada                             | shailendra singh jhala, R/O A-1, Swagat Duplex, opp:- Gulab-Vatika soc, Tandalja Road, Off old- Padra Road, Baroda 390020                             |
| 356 | Vijaypur                               | 39/7/2 Anjaneya Panthulu street, near Hotel Gateway, Labbipet. Vijaywada. 520010  |
| 357 | Vizag                                  | Tata Communications Ltd Vijaypur MP PoP behaind metro resort AB road sada colony survey no 3/4/kh/min-1,pin-473226                                    |

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| 358 | Mendhasal         | OPTCL 400/220/132/33 KV GRID SUB STATION MENDHASAL AT-MENDHASAL VIA JANLA DIST-KHORDHA-752054 |
| 359 | SV-23 Bagodar     | Aoura-Khetko Rd, Bangargi alias Alakdiha, Kharkharo, Jharkhand 825106                         |
| 360 | SV-27 Chandrapura | GAIL office (SV_27), Baidhmaro, Bokaro, Jharkhand 827009                                      |
| 361 | Hillsboro         | 21101 NW Evergreen Parkway, Hillsboro, OR 97124   |
| 362 | Laurentide (LAU)  | 200 Chemin Larose, Montcalm, Quebec, J0T 2V0, Canada,   |
| 363 | Montreal (MTT)    | 1441 Rue Carrie-Derick, Montreal, Quebec, H3C 4S9, Canada                                     |
| 364 | Santa Clara       | 1100 Space Park, Suite 200, Santa Clara, 95054  |
| 365 | Toronto (TTT)     | 825 Milner Ave. Scarborough ON M1B 3C3 CANADA   |
| 366 | Wall              | 1400 Wall Church Rd, Wall Township, NJ 07719  |
| 367 | EMI (KV8)         | 114-9 Noda, EMI-Higashimakado, Kamogawa-shi, Chiba, Japan 299-2844                            |
| 368 | Piti Guam (PV4)   | 312 Route 2A Shell Farm Road Piti, Guam 96925   |
| 369 | Toyahashi (AV3)   | 105 Takinoue Hosoya-cho, Toyohashi-shi, Aichi 441-3113 Japan                                  |
| 370 | Derio             | Parque Tecnológico, Edificio 605. Astondo Bidea, 48160, Derio, Spain                          |
| 371 | Highbridge        | Lawrence Close, Isleport Business Park, Highbridge, Somerset, TA9 4JP, United Kingdom         |
| 372 | Lisbon            | Av. Severiano Falcão, Nº 14 - 1st Floor, 2685-378 Prior Velho, Portugal                       |
| 373 | Madrid            | Avenida Valgrande 6, Alcobendas Madrid Spain 28018  |
| 374 | Pottington        | Riverside Road, Pottington Business Park, Barnstaple, EX31 1QN                                |
| 375 | Seixal            | Av. Quinta de Valadares, nº251, Marisol, 2855-516 Corroios, Portugal                          |
| 376 | Urduliz           | Poligono Igeltzera 6 Urduliz Spain 48610  |

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