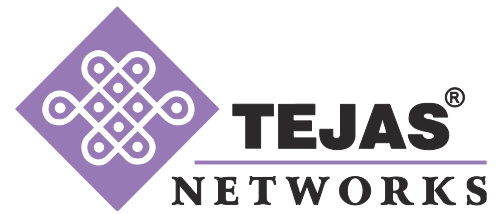


Tejas Networks Ltd.

Regd. Office: Plot No. 25, 5th Floor
J.P. Software Park, Electronic City Phase 1
Hosur Road, Bengaluru 560 100, India
Tel : +91- 80- 4179 4600/700/800
Fax: +91- 80- 2852 0201



June 03, 2025

The Secretary
National Stock Exchange of India Ltd
Exchange Plaza, C/1, Block G,
Bandra Kurla Complex, Bandra (East)
Mumbai – 400 051
NSE Symbol: TEJASNET

The Secretary
BSE Limited
P J Towers,
Dalal Street,
Mumbai – 400 001
BSE Scrip Code: 540595

Dear Sir/Madam,

Re: Business Responsibility and Sustainability Report for the Financial Year 2024-25

Pursuant to Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, as amended, we are enclosing herewith the Business Responsibility and Sustainability Report for the Financial Year 2024-25, which forms an integral part of the Annual Report for the Financial Year 2024-25.

Kindly take the above information on record.

Yours sincerely
For Tejas Networks Limited

Anantha Murthy N
Company Secretary & Compliance Officer
ACS - 17134

Business Responsibility and Sustainability Report

SECTION A: General Disclosures

I. Details of the listed entity

1	Corporate Identity Number (CIN) of the Listed Entity	L72900KA2000PLC026980
2	Name of the Listed Entity	Tejas Networks Limited
3	Year of incorporation	24-04-2000
4	Registered office address	J P Software Park, Plot No 25, Sy. No 13, 14, 17, 18 Konnapana Agrahara Village, Begur Hobli, Bengaluru - 560100, Karnataka.
5	Corporate office address	J P Software Park, Plot No 25, Sy. No 13, 14, 17, 18 Konnapana Agrahara Village, Begur Hobli, Bengaluru - 560100, Karnataka.
6	E-mail	corporate@tejasnetworks.com
7	Telephone	080 41794600
8	Website	www.tejasnetworks.com
9	Financial year for which reporting is being done	01-04-2024 to 31-03-2025
10	Name of the Stock Exchange(s) where shares are listed	1. BSE Limited 2. The National Stock Exchange of India Limited
11	Paid-up Capital	₹ 176,32,24,400/-
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	N R Ravikrishnan General Counsel, Chief Compliance Officer and Company Secretary (upto May 31, 2025) Anantha Murthy N Company Secretary and Compliance Officer (w.e.f. June 1, 2025)
	Name of Contact Person	
	Contact Number of Contact Person	+91 80 41794608
	Email Of Contact Person	ravikrishnanr@tejasnetworks.com ananthmurthy@tejasnetworks.com
13	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken, together).	The disclosures under this report are made on a consolidated basis, unless otherwise specified
14	Name of assurance provider	-
15	Type of assurance obtained	-



II. Products/services

16. Details of business activities (accounting for 90% of the entity's Turnover):

Sl. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Communication Equipments and Software	The company designs, develops and manufactures leading-edge wireless and wireline equipment used predominantly by telecom service providers, utilities, defence and government agencies worldwide. The company has commercialized a wide range of technologies and products for building end-to-end telecom networks that includes 4G/5G mobile broadband, multi-gigabit fiber broadband, terabit-scale optical transmission and high-capacity packet switches. The company designs and develops software products that enable remote configuration, monitoring, provisioning and management of its products from a central, web-enabled platform. The company's software products can be either hosted on dedicated servers or on the public cloud.	96.92
2	Support Services towards Communication equipment and Services	The company offers a comprehensive portfolio of network services to its customers that includes installation and commissioning of its products, post-sale support, maintenance, upgrades and repair, product training, and network design advisory, audit and optimization services.	2.11

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

Sl. No.	Product/Service	NIC Code	% of total Turnover contributed
1	Manufacture of Communication Equipments and Software	263	96.92
2	Support Services towards Communication equipments and Services	263	2.11

III. Operations

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

Location	Number of plants	Number of offices	Total
National	1	9	10
International	Nil	10	10

19. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	28
International (No. of Countries)	75

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

3% (excluding other operating revenue)

c. A brief on types of customers

The Company's customers include leading telecom operators, Internet Service Providers (ISP) and Utilities (Power, Railway, Oil & Gas, Smart Cities).

IV. Employees

20. Details as at the end of Financial Year: 2024-2025

a. Employees and workers (including differently abled):

Sl. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
Employees						
1.	Permanent (D)	2,370	2,032	86	338	14
2.	Other than Permanent* (E)	2,115	2,021	96	94	4
3.	Total employees (D + E)	4,485	4,053	90	432	10
Workers						
4.	Permanent (F)	Not Applicable				
5.	Other than Permanent (G)					
6.	Total workers (F + G)					

*Tejas Networks categorises its entire workforce as 'Employees'. Employees consist of Permanent Employees across its global locations. (i.e., those who are on the Company's, its subsidiaries' payroll) and Other than Permanent Employees (i.e., contractual employees who are on an external party's payroll). There are no categories identified as 'workers' at Tejas Networks. Hence, no details relating to sub-categorisation for workers is provided in this report.

b. Differently abled Employees and workers:

Sl. No	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
<u>Differently abled Employees</u>						
1.	Permanent (D)	Not Applicable, please refer the below notes				
2.	Other than Permanent (E)					
3.	Total differently abled employees (D + E)					
<u>Differently abled Workers</u>						
4.	Permanent (F)	Not Applicable, please refer the below notes				
5.	Other than permanent (G)					
6.	Total differently abled workers (F + G)					

Note: Tejas Networks is an equal opportunity employer. We do not unfairly discriminate on any grounds, including race, caste, religion, colour, ancestry, marital status, gender, sexual orientation, age, nationality, ethnic origin, including disability or any other category protected by applicable law. Currently, the Company does not track statistics with respect to differently abled employees.

21. Participation/Inclusion/Representation of women

Category	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	6	1	17
Key Management Personnel	4	0	0

Note: At Tejas Networks, Key Managerial Personnel includes MD & CEO, Executive Director & COO, CFO and Company Secretary.

22. Turnover rate for permanent employees and workers

(Disclose trends for the past 3 years)

	FY 2024-25 (Turnover rate in current FY) [values in %]			FY 2023-24 (Turnover rate in previous FY) [values in %]			FY 2022-23 (Turnover rate in the year prior to the previous FY) [values in %]		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	9.5	15.2	10.3	6.7	6.0	6.6	17.9	19.1	18.0
Permanent Workers	Not Applicable								

Note: The employee turnover rate includes both voluntary and involuntary resignations, as well as fatalities, among permanent employees of Tejas Networks Ltd.

V. Holding, Subsidiary and Associate Companies (including Joint Ventures)

Yes. The Company has one holding and three subsidiaries (including one step-down subsidiary) as on March 31, 2025. Refer to Form AOC-1 provided as Annexure -1 in Board's Report.

23. (a) Names of Holding / Subsidiary / Associate Companies / Joint Ventures

Sl. No.	Name of the Holding / Subsidiary / Associate Companies / Joint Ventures (A)	Indicate whether Holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Panatone Finvest Limited	Holding	53.83	Yes
2	Tejas Communication Pte. Limited	Subsidiary	100	Yes
3	Tejas Communications (Nigeria) Limited	Step-down subsidiary	100	Yes
4	Saankhya Labs Inc.	Subsidiary	100	Yes

VI. CSR Details**24. Corporate Social Responsibility (as per standalone financials)**

(i)	Whether CSR is applicable as per Section 135 of Companies Act, 2013	Yes
(ii)	Turnover (in Rs.)	8,915.73 cr
(iii)	Net worth (in Rs.)	3,572.79 cr

VII. Transparency and Disclosures Compliances**25. Complaints/Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct:**

Stakeholder group from whom complaint is received	if Yes, then provide web-link for grievance redress policy Grievance Redressal Mechanism in Place (Yes/No)	FY 2024-25			FY 2023-24		
		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	https://www.tejasnetworks.com/main-control/download/Whistle-blower-Policy.pdf	0	0		0	0	
Investors (other than shareholders)	https://www.tejasnetworks.com/main-control/download/Whistle-blower-Policy.pdf	0	0		0	0	

Stakeholder group from whom complaint is received	if Yes, then provide web-link for grievance redress policy Grievance Redressal Mechanism in Place (Yes/No)	FY 2024-25			FY 2023-24		
		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
Shareholders	https://scores.sebi.gov.in/scores-home	0	0		0	0	
Employees and workers	https://www.tejasnetworks.com/main-control/download/Whistle-blower-Policy.pdf	0	0		0	0	
Customers	https://www.tejasnetworks.com/main-control/download/Whistle-blower-Policy.pdf	0	0		0	0	
Value Chain Partners	https://www.tejasnetworks.com/main-control/download/Whistle-blower-Policy.pdf	0	0		0	0	
Other (please specify)							

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:

Sl. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Product And Service Responsibility	O	Contribution towards a sustainable ecosystem	Not Applicable	Positive Implications
2	Talent Management	R	The Company's R&D requires constant upgradation of high-end skills and research capabilities	Enhanced investment in tools, system and content towards capability development.	Negative Implications
3	Data Privacy And Security	R	Safeguarding of the enterprise data and also to fulfil the contractual responsibility to customers. The increasing landscape of data privacy laws across the globe also possess a risk of penalties on non-compliances and reputational loss	Enhanced cyber security measures like robust processes, policies, and awareness and sensitization programs.	Negative Implications
4	Ethical And Transparent Business Conduct	R	Ethical behavior is critical for the success of all companies and any such unethical behavior will be risks, which can result in reputation loss and damage to stakeholder trust and business disruption.	Periodical internal reviews, audit and presentations on changes introduced by regulators.	Positive Implications
5	GHG Emissions And Energy Management	R	Climate change is a threat to the Company's infrastructure that may disrupt operations and potentially impact the safety and well-being of employees	Business continuity policy and emergency response plans are in place	Negative Implications

Sl. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk or opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
6	Responsible Procurement	R	The Company's emphasis on sustainable supplier may impact cost, time and availability.	Planning and supporting existing suppliers to embrace sustainability	Negative Implications
		O	The Company emphasis on sustainability for furthering ESG compliance.	Working towards meeting all compliance requirements	Positive Implications
7	Health & Safety	R	The Company's emphasis on providing safe environment may impact cost, time and availability	Periodic awareness to employees on health and safety Organizing safety camps for employee well being	Negative Implications
8	Water & Waste	R	Aligning with the principle of reducing resource use. Setting goals for better water management	Reduction of waste by awareness and responsible disposal leading to recycling. Water treatment facilities are established to ensure water treatment, recycling and recharge.	Negative Implications
9	CSR	O	As a part of the Company's commitment to society, comprehensive interventions are undertaken in education, healthcare, and the environment	-	Positive Implications

SECTION B: Management And Process Disclosures

This section is aimed at helping businesses demonstrate the structures, policies and processes put in place towards adopting the NGRBC principles and core elements.

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes /No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c. Web Link of the Policies, if available	Refer table below*								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	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.	BRSR Standards	BRSR Standards ISO 14001	BRSR Standards		BRSR Standards, ISO 14001		BRSR Standards		BRSR Standards, ISO 27001
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	-								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	-								

*Principles	Web Links
P1	https://www.tejasnetworks.com/wp-content/uploads/2024/01/Policy-for-determining-Related-Party-transaction.pdf https://www.tejasnetworks.com/wp-content/uploads/2024/01/Whistle-blower-Policy.pdf https://www.tejasnetworks.com/wp-content/uploads/2024/01/Nomination-and-Renumeration-NRC-Policy.pdf https://www.tejasnetworks.com/wp-content/uploads/2024/01/Policy-on-Board-diversity.pdf https://www.tejasnetworks.com/wp-content/uploads/2024/01/Risk-assessment-and-Management-and-mitigation-policy-and-procedures.pdf
P2	https://www.tejasnetworks.com/wp-content/uploads/2024/01/esg-frame-work-and-policy.pdf
P3	https://www.tejasnetworks.com/wp-content/uploads/2024/01/Code-of-Conduct-and-Ethics.pdf
P4	https://www.tejasnetworks.com/wp-content/uploads/2024/01/Stakeholders-Relationship-Committee-Charter.pdf
P5	https://www.tejasnetworks.com/wp-content/uploads/2024/01/Code-of-Conduct-and-Ethics.pdf
P6	https://www.tejasnetworks.com/wp-content/uploads/2024/01/esg-frame-work-and-policy.pdf
P7	https://www.tejasnetworks.com/wp-content/uploads/2024/10/tejas-code-of-conduct-and-ethics.pdf
P8	https://www.tejasnetworks.com/wp-content/uploads/2024/01/CSR-Policy.pdf https://www.tejasnetworks.com/wp-content/uploads/2024/01/supplier-code-of-conduct.pdf
P9	https://www.tejasnetworks.com/privacy-policy/

Governance, leadership and oversight

7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements	Aim of our Company's sustainability framework as per our ESG charter is to reduce carbon footprint, conduct responsible business practices that benefit society and transparent governance practices.		
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Anand Athreya, Managing Director and CEO, under the guidance of the Board of Directors and its Committees is responsible for implementation and oversight of the Business Responsibility policies		
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No).	Yes		
If yes, provide details.	The Company has a Board level Stakeholders' Relationship Committee, which provides valuable direction and guidance to the Management to ensure that Safety and Sustainability related issues are addressed in all strategic initiatives, budgets, audit actions and improvement plans.		
	Member of the Stakeholders' Relationship Committee	Designation	DIN
	Prof. Bhaskar Ramamurthi – Chairman	Non-Executive, Independent Director	01914155
	Alice G Vaidyan - Member	Non-Executive, Independent Director	07394437
	Arnob Roy - Member	Executive Director	03176672

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	Any other Committee									Annually								
	The, policy on Business Responsibility are reviewed periodically or on a need basis and necessary changes as required are made.																	
Compliance with statutory requirements of relevance to the principles, and, rectification of any non- compliances	The Company is in compliance with the applicable statutory rules and regulations.																	
11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No)										P1	P2	P3	P4	P5	P6	P7	P8	P9
										No								

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)									
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									
All Principles are covered by the Policies									

SECTION C: Principle Wise Performance Disclosure

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

PRINCIPLE 1 - Businesses should conduct and govern themselves with integrity, and in a manner that is ethical, transparent and accountable.**Essential Indicators****1. Percentage coverage by training and awareness programmes on any of the Principles during the financial year:**

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	%age of persons in respective category covered by awareness the programmes
Board of Directors (BoD)	1	All Principles	100
Key Managerial Personnel (KMP)	1	All Principles	100
Employees other than BoD and KMPs	2	All Principles	82
Workers	Not Applicable		

Note: This table represents the mandatory trainings for permanent Employees, BoD and KMPs & all the principles laid down in this Report are covered in the Company's Code of Conduct which is mandatorily adhered to by all employees of the Company.

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):

None. There are no 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 for the financial year ended March 31, 2025.

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

3. Of the instances disclosed in Question 2 above, details of 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	

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

Yes, the Company's Code of Conduct and whistle blower policy, which includes the Anti Bribery & Anti- Corruption, provides a formal mechanism to the Directors, employees and other external stakeholders to report their concerns about unethical behavior, actual or suspected fraud. The Whistleblower Policy and the Code of Conduct as adopted by the Company is available on the Company's website.

<https://www.tejasnetworks.com/main-control/download/Whistle-blower-Policy.pdf>

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

	FY 2024-2025	FY 2023-2024
Directors	-	-
KMPs	-	-
Employees	-	-
Workers	-	-

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

	FY 2024-2025		FY 2023-2024	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	-	Not Applicable	-	Not Applicable
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	-	Not Applicable	-	Not Applicable

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

Not Applicable

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

	FY 2024-2025	FY 2023-2024
Number of days of accounts payables	84	144

9. Openness 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	Metric	FY 2024-25	FY 2023-24
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	0	0
	b. Number of trading houses where purchases are made from	0	0
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	0	0
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	3.38%	10.84%
	b. Number of dealers / distributors to whom sales are made	89	106
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	61.70%	74.33%
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	5.46%	0.42%
	b. Sales (Sales to related parties / Total Sales)	87.97%	37.78%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	0.03%	0.06%
	d. Investments (Investments in related parties / Total Investments made)	0	0

Leadership Indicators

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

Total number of awareness programmes held	Topics / principles covered under the training	Percentage of value chain partners covered (by value of business done with such partners) under the awareness programmes
1	All principles	69.12%

Note: Tejas Networks Ltd. conducted a training session for its value chain partners covering all nine principles of the Business Responsibility and Sustainability Reporting (BRSR) framework.

2. Does the entity have processes in place to avoid/ manage conflict of interests involving members of the Board?

If Yes, provide details of the same.

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

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

Tejas is a global telecom products company offering innovative solutions in telecom product, engineering, design. The Company has established its code of conduct that encompasses employees, customers, shareholders, suppliers, partner and have the necessary systems to monitor and improve.

Essential Indicators

The Company designs and develops high-performance and cost-effective wireline and wireless equipment that are primarily used to build fixed and mobile broadband networks. Our products have a huge positive impact on society by enabling telecom service providers to bridge the rapidly growing "digital divide" by servicing billions of poor, bottom-of-pyramid consumers in rural and remote areas who would otherwise have been bereft of broadband connectivity for access to modern education, employment, healthcare and financial services. Moreover, the availability of high-speed broadband also has a positive environmental impact by allowing users to cut carbon emissions by teleworking, video conferencing, remote healthcare consultations, e-commerce, online banking, smart metering and other applications that reduce both road and air travel. As a responsible product company, we give due consideration to environmental issues like global warming, climate change etc. and our products are designed accordingly. As a global supplier of telecom equipment, our products are qualified in various countries including US & Europe to meet strict environmental, emission norms. We make an effort to choose energy-efficient chipsets that consume lesser power for equivalent functionality, during the component selection process. Engineering processes and analysis approves this in product planning to reduce the overall carbon footprint of each design. We have also designed some customer premise devices, especially those meant for powering remote areas with limited electricity, to include support for solar PV. Reduction in packaging and use of recycled material for product packaging is implemented consciously in the product design process

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

	FY 2024-2025	FY 2023-2024	Details of improvements in environmental and social impacts
R&D			Nil
Capex			

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

Yes

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

60%, Tejas engages with multiple local and international suppliers with a preference for local vendors. All of the Company's suppliers have adopted the supplier code of conduct to achieve a responsible supply chain.

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)

As part of the EPR process, Tejas has tied up with external PRO and approved KSPCB Recyclers to meet the targets of plastic disposal.

(b) E-waste

As part of the EPR process, Tejas has tied up with external PRO and approved KSPCB Recyclers to meet the targets of e-waste disposal.

(c) Hazardous waste

Tejas Networks has tied up with KSPCB approved Recyclers to handle hazardous waste.

(d) Other waste

Tejas has tied up with KSPCB approved recyclers to ensure waste generated does not get into landfills.

Tejas Networks provides end-to-end telecom networking solutions, from design and development to manufacturing, serving a wide range of customers.

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. The waste collection plan is in line with the Extended Producers Responsibility (EPR) plan submitted to the Pollution Control Board.

Leadership Indicators

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

NIC Code	Name of the product / Services	% 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.
263	Manufacture of Communication Equipments and Software	96.92		No	
263	Support Services towards communication equipment and services	2.11			

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.

There are no significant social / environmental concerns and / or risks arising from production. All Hazardous and E-waste disposal / recycling are being handled through Karnataka State Pollution control board (KSPCB) authorized vendors.

Name of Product / Service	Description of the risk / concern	Action Taken
Not Applicable		

3. Percentage of recycled or reused input material to total material (by value) used in production (for manufacturing industry) or providing services (for service industry).

Indicate input material	Recycled or re-used input material to total material	
	FY 2024-20245	FY 2023-2024
	Nil	

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 2024-2025			FY 2023-2024		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	-	-	92.47	-	-	-
E-waste	-	32.00	-	-	-	66.53
Hazardous waste	-	-	-	-	-	19.52
Other waste	-	-	8.130	-	-	-

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
Nil	

PRINCIPLE 3 Businesses should respect and promote the well-being of all employees, including those in their value chains**Essential Indicators****1. a. Details of measures for the well-being of employees:**

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent employees											
Male	2,032	2,032	100	2,032	100	0	0	2,032	100	0	0
Female	338	338	100	338	100	338	100	0	0	0	0
Total	2,370	2,370	100	2,370	100	338	14.26	2,032	85.74	0	0
Other than Permanent Employees											
Male	2,021	2,021	100	2,021	100	0	0	2,021	100	0	0
Female	94	94	100	94	100	94	100	0	0	0	0
Total	2,115	2,115	100	2,115	100	94	4.44	2,021	95.56	0	0

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

Category	% of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B /A)	Number (C)	% (C /A)	Number (D)	% (D /A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent workers											
Male	Not Applicable										
Female											
Total											
Other than Permanent workers											
Male	Not Applicable										
Female											
Total											

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

	FY 2024-2025	FY 2023-2024
Cost incurred on wellbeing measures as a % of total revenue of the company	0.13%	0.26%

Note: The above disclosure regarding well-being measures are benefits provided to permanent employees including employee insurance

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

Benefits	FY 2024-2025			FY 2023-2024		
	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	0	Yes	100	0	Yes
Gratuity	100	0	Yes	100	0	Yes
ESI	Not Applicable					
Others - please specify: Not applicable						

Note: The above disclosure pertains to Tejas Networks Ltd. 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.

Yes, Tejas facilities are accessible to differently abled employees with lifts, ramps, and wheelchair provision.

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

Yes, the Company provides equal rights to its employees and does not 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. The Company also recruits, develops and promotes its employees solely on performance, merit, competence and potential.

<https://www.tejasnetworks.com/best-practices-at-tejas/>

5. Return to work and Retention rates of permanent employees and workers that took parental leave.

Gender	Permanent employees		Permanent workers	
	Return to work rate*	Retention rate	Return to work rate	Retention rate
Male	100%	98%	-	-
Female	100%	100%	-	-
Total	100%	99%	-	-

Note: There is no category identified as 'workers' in Tejas Networks, hence no details are provided.

*Return to work rate also includes employees who took parental leave in previous FY 2023-24 and returned to work in FY2024-25, hence the above-mentioned numbers represent the cumulative return to work rate.

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

	Yes/No (If Yes, then give details of the mechanism in brief)	
Permanent Workers	NA	
Other than Permanent Workers	NA	
Permanent Employees	Yes	Grievance Redressal Policy aims to reinforce the organization's commitment towards providing a fair and equitable work environment to all its employees. The Policy lays down the procedures/mechanism for the redressal of grievances of associates via Grievance Redressal Committee to inquire into complaints and make recommendations for corrective action, if any.
Other than Permanent Employees	Yes	Same as above

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

Category	FY 2024-2025			FY 2023-2024		
	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	2,370	Not Applicable		Not Applicable		
Male	2,032					
Female	338					
Total Permanent Workers	Not Applicable					
Male						
Female						

8. Details of training given to employees and workers:

Category	FY 2024-2025					Total (D)	FY 2023-2024			
	Total (A)	On Health and safety measures		On Skill upgradation			On Health and safety measures		On Skill upgradation	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Male	2,032	1,611	79	871	43	1,574	1,574	100	666	42.31
Female	338	268	79	151	45	269	269	100	94	34.94
Total	2,370	1,879	79	1,022	43	1,843	1,843	100	760	41.24
Workers										
Male	Not Applicable									
Female										
Total										

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

Category	FY 2024-2025			FY 2023-2024		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees						
Male	2,032	1,966	97	1,574	1,481	94
Female	338	329	97	269	262	97
Total	2,370	2,295	97	1,843	1,743	95
Workers						
Male	Not Applicable					
Female						
Total						

10. Health and safety management system:

a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No / NA).

If yes, the coverage of such system?

Yes. The Company has developed a management system on Occupational health & safety. The Company is conducting Safety training, Evacuation drills, periodic Employee health check-ups, monitoring safety incidents, and review of the same. The Company has planned to be certified for ISO 45001 by 2025-26.

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

Tejas has several processes in place to identify work-related hazards and assess risks on a routine and non-routine basis, including Hazard Identification and Risk Analysis (HIRA) process: Tejas uses a structured approach to identify and evaluate potential hazards in its operations. Incident reporting by employees and workers: Tejas encourages its employees and workers to report any incidents, accidents, or near-misses that occur in the workplace. Tejas conducts regular safety walkthroughs of its facilities to identify potential hazards and assess their risk.

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

Yes. Incident management process has been established. Any kind of incidents are recorded. Root cause and appropriate action are taken immediately in such cases. Process and procedures have been established and complied with. The employees are also sensitized to the importance of taking corrective action within stated timelines with the intent of eliminating hazards and ensuring implementation of the mitigation plan

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

Yes. All employees are covered under the health insurance scheme. On Ergonomics, the Company provides periodic training and awareness to its employees through multiple digital and gamification tools. The Company has upgraded the necessary infrastructure viz., chairs, table, adjustable stands, and screens, as well as provided a conducive work environment through proper illumination, low noise levels, good ventilation systems, and hygienic food and water. The Company also provides access to well-being and mental health resources, such as counselling services and employee assistance programs. Our employee-friendly work-life policies, like flexible work policy and hybrid way of working, support employees who may have challenges as per the standard work arrangement/working hours of the Company. The Company also promotes a supportive work culture that emphasizes work-life balance, stress management, and open dialogue about mental health issues.

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

Safety Incident/Number	Category*	FY 2024-2025	FY 2023-2024
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	-	-
	Workers	-	-
Total recordable work-related injuries	Employees	-	-
	Workers	-	-
No. of fatalities	Employees	-	-
	Workers	-	-
High consequence work-related injury or ill-health (excluding fatalities)	Employees	-	-
	Workers	-	-

*Including contract workforce

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

The Company is committed to continuously employing Safety, Health and Environment ('SHE') practices through benchmarking with the companies that are best in the business. Safety, health and environmental policies and activities and ensure that the Company is in compliance with appropriate laws and legislation. Mandatory Safety Standards guidelines are issued to all vendors to comply with, which contain safety parameters to be adhered to on-site and maintain their SOPs related to activities and H&S aspects. The health and safety training is been carried out.

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

	FY 2024-2025			FY 2023-2024		
	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	Nil					
Health & Safety						

14. Assessments for the year: FY 2024-2025

Particulars	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	100
Working Conditions	100

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

There was no safety related incidents or significant risk concerns highlighted during this submission period. The Company follows Safety Incident Investigation guidelines. The Incident Investigation process describes a structured approach to identify, assess and control various hazards and risks and support the system to achieve the goal of 'Zero Harm' along with other business goals of zero defects, zero legal non-compliance etc. in a systematic and auditable manner. The investigation process outlines a structured approach to list and investigate the process of safety incidents and near misses, work out the root cause(s), with possible corrective or preventive action and to follow up closure of these actions identified. All incidents are investigated by a cross-functional team and all critical factors involved in the incident are determined through root cause analysis with proper corrective and preventive actions to prevent a recurrence. The learnings are shared and training is conducted for better understanding & better implementation of processes across all locations.

Leadership Indicators

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

Yes, The Company has adopted a Group Term Life Insurance policy, which is a life insurance policy covering the risk of death of an insured employee during his / her employment. The policy covers death due to any cause with an aim to provide financial assistance to the deceased's family in case of loss of earning capacity.

b. Workers (Y/N).

Not Applicable

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

The Company monitors and tracks the compliance related to statutory dues by contractors supplying third party resources as a part of regular checks while processing the invoices. Periodic audits are also conducted to ensure compliance of the same.

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 are 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 2024-2025	FY 2023-2024	FY 2024-2025	FY 2023-2024
Employees	-	-	-	-
Workers	-	-	-	-

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)

No

5. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	100
Working Conditions	100

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.

No areas of concern were raised during the assessment conducted for the value chain partners in FY 2024-2025.

PRINCIPLE 4: Businesses should respect the interests of and be responsive to all its stakeholders**Essential Indicators****1. Describe the processes for identifying key stakeholder groups of the entity.**

The Stakeholders engagement process involves:

- Stakeholders identification and prioritization – The stakeholder identification is based on a strategic understanding of stakeholder groups that are impacted by Tejas and have an influence on Tejas value creation.
- Stakeholder's engagement – Tejas has developed customized stakeholder engagement strategies to engage all its stakeholders based on their importance and impact.
- Understanding Stakeholders concerns – Tejas effective stakeholder engagement enables its stakeholders to raise their concerns relevant to the business which are then addressed every in a timely and dedicated manner.
- Developing strategic response – Tejas develops strategic action plans to align its stakeholder expectations with its business activities

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

Tejas has identified key stakeholders based on certain parameters, and the engagements with each of them are provided in the Summary of Stakeholder Engagement in the Corporate Governance Section of the Annual Report. Tejas has annual engagements with its employees.

Stakeholder Group	Whether identified as Vulnerable and Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Shareholders	No	Annual General Meeting, Shareholder meets, email, Stock Exchange intimations, investor/ analysts meet/ conference calls, annual report, quarterly results, media releases and Company/SE website	Ongoing	Company's performance and other updates
Employees	No	Senior leaders' communication/talk / forum, Employee Communication, goal setting and performance appraisal meetings/ review, wellness initiatives, engagement survey, email, intranet, websites, poster campaigns, circulars, quarterly publication and newsletters	Ongoing	Responsible Care, innovation, operational efficiencies, improvement areas, long- term strategy plans, training and awareness, brand communication, health, safety and engagement initiatives, Rewards and Wellness sessions
Customers	No	Website, distributor / direct customer, senior leader-customer meets / Visits, customer plant visits, Dealer's meet, trade body membership, complaints management, helpdesk, conferences, customer surveys.	Ongoing	Product quality and availability, responsiveness to needs, after sales service, responsible guidelines / manufacturing, and Safety awareness.
Suppliers / Partners	No	Prequalification/ vetting, communication and partnership meets, plant visits, MoU and framework agreements, professional networks, contract management/ review, on site presentations, satisfaction surveys	Ongoing	Quality, timely delivery and payments, ESG consideration (sustainability, safety checks, compliances, ethical behavior), collaboration and digitalization opportunities
Communities	No	Meets of community / local authorities / location heads, community projects, partnership with local charities, volunteerism, seminars/ conferences, CSR Partner's meet	Ongoing	Community development, disaster relief, Education, Skill development, etc.

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.

The Company firmly believes that understanding its Stakeholders is imperative to building trust while responding to the opportunities and challenges created by the market. The Stakeholder Engagement framework outlines an approach to engage and work with our stakeholders and is applicable to all our operating entities and functions across the corporate and regional levels.

2. Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes / No).

Yes

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.

The company considers the inputs received from all its stakeholders in identifying and managing the environmental and social aspects in its operations as well as to arrive at the policies and activities. The Company complies with the requirements of ISO14001 environmental standards and meets all the statutory & regulatory requirements on environmental aspects. Necessary reports are generated & maintained. We do the study on aspect & impact analysis on activity we do in Tejas. Risks are adequately mitigated. All components selected based on ROHS compliancy and regulatory requirement. We have provided employee safety gears at the rework stations & provided suction units for fumes. Tejas has initiated various initiatives towards energy efficiency. Some of these include atrium in factory premises to use natural light, save water and save electricity campaign with various teasers and visuals, Tejas also recommends compliance to ISO 14001 standard to its suppliers. Many of the Tejas suppliers are ISO 14001 certified. In addition, we have designed some of our customer premise equipment, especially those which can potentially be deployed in remote areas with power constraints, to support solar powering.

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

Not applicable

PRINCIPLE 5: Businesses should respect and promote human rights

Essential Indicators

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

Category	FY 2024-2025			FY 2023-2024		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees workers covered (D)	% (D / C)
Employees						
Permanent	2,370	2,201	93	1,843	1,598	87
Other than permanent	2,115	2,115	100	1,273	1,273	100
Total Employees	4,485	4,316	96	3,116	2,871	92
Workers						
Permanent	Not Applicable					
Other than permanent						
Total Workers						

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

Category	FY 2024-2025					FY 2023-2024				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Permanent	2,370	-	-	2,370	100	1,843	-	-	1,843	100
Male	2,032	-	-	2,032	100	1,574	-	-	1,574	100
Female	338	-	-	338	100	269	-	-	269	100
Other than Permanent	2,115	-	-	2,115	100	1,273	-	Not Applicable		
Male	2,021	-	-	2,021	100	1,207	-			
Female	94	-	-	94	100	66	-			
Workers										
Permanent										
Male	NA									
Female										
Other than Permanent										
Male	NA									
Female										

3. (a) Details of remuneration/salary/wages, in the following format:**a. Median remuneration / wages:**

in ₹ crore

	Number	Male	Number	Female
		Median remuneration/ salary/ wages of respective category		Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)*	5	0.67	1	0.51
Key Managerial Personnel (KMP)	4	2.57	-	-
Employees other than BoD and KMP	2,028	0.17	338	0.12
Workers	-		-	-

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

	FY 2024-2025	FY 2023-2024
Gross wages paid to females as % of total wages	8.60	8.71

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)

Yes. The Company has assigned the responsibility of addressing human rights issues or impacts to the Head of the Human Resource department.

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

The Company has a policy in place for Business & Human Rights and Code of Conduct. The Company is committed to maintain a safe and harmonious business environment and workplace for everyone and believes that every workplace shall be free from harassment and / or any other unsafe or disruptive conditions. Accordingly, the Company has in place an ethics framework comprising a team of ethics counsellors for redressal of grievances related to ethics / human rights as well as a team of POSH committee members for redressal of such related issues.

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

	FY 2024-2025			FY 2023-2024		
	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	1	-		1	-	
Discrimination at workplace	-	-		-	-	
Child Labour	-	-		-	-	
Forced Labour / Involuntary Labour	-	-		-	-	
Wages	-	-		-	-	
Other human rights related issues	-	-		-	-	

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

	FY 2024-2025	FY 2023-2024
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	1	1
Complaints on POSH as a % of female employees / workers	0.3	0.4
Complaints on POSH upheld	1	1

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

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

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

Yes

10. Assessments for the year:

Particulars	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	Not Applicable
Forced/involuntary labour	
Sexual harassment	
Discrimination at workplace	
Wages	
Others – please specify	-

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

Not Applicable

Leadership Indicators

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

The Company has Grievance Redressal mechanism. No such grievance has been raised

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

None

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

Yes, the locations are accessible to differently-abled visitors

4. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Child labour	51
Forced/involuntary labour	
Sexual harassment	
Discrimination at workplace	
Wages	
Others - please specify	-

Note: Declaration of adherence to the Supplier Code of Conduct on the above is obtained from the value chain partners as part of their contract / purchase orders. The contracts are not renewed, or they are terminated in case of non-adherence to the Code of Conduct agreed upon. <https://www.tejasnetworks.com/policies-codes/>.

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

Not Applicable.

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

Tejas integrates sustainability into its 'Design Digital' approach. The Company advocates environmental sustainability, energy efficiency and waste reduction in its operations and products/services

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

Parameter	FY 2024-25	FY 2023-24
From renewable sources		
Total electricity consumption (A)	-	-
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	-	-
Total energy consumed from renewable sources (A+B+C)	-	-
From non-renewable sources		
Total electricity consumption (D)	4,59,06,178	3,05,66,116
Total fuel consumption (E)	28,63,104	22,66,069
Energy consumption through other sources (F)	-	-
Total energy consumed from non-renewable sources (D+E+F)	4,87,69,282	3,28,32,185
Total energy consumed (A+B+C+D+E+F)	4,87,69,282	3,28,32,185
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)	0.00055	0.00133
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	0.01121	0.02681
Energy intensity in terms of physical output	-	-
Energy intensity (optional) - the relevant metric may be selected by the entity	15,600	10,502.94

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N):

No, The Company has not made independent assessment/ evaluation/assurance has not been carried out by an external agency

Note: Total electricity consumption for all excluding International locations and Total fuel consumption considered for two Bangalore locations (Corp office and Plant).

If yes, name of the external agency.

-

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)

No

If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any

-

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

Parameter	FY 2024-25	FY 2023-24
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Groundwater	-	-
(iii) Third party water	29,189	9,422
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	29,189	9,422
Total volume of water consumption (in kilolitres)	29,189	9,422
Water intensity per rupee of turnover (Total water consumption / Revenue from operations)	-	-
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	-	-
Water intensity in terms of physical output	-	-
Water intensity (optional) - the relevant metric may be selected by the entity	9.02	3.01

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N):

No, The Company has not made independent assessment/ evaluation/assurance has not been carried out by an external agency

4. Provide the following details related to water discharged:

Parameter	FY 2024-25	FY 2023-24
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	-	-
- No treatment	-	-
- With treatment - please specify level of treatment	-	-
(ii) To Groundwater	-	-
- No treatment)	-	-
- With treatment - please specify level of treatment	-	-
(iii) To Seawater	-	-
- No treatment	-	-
- With treatment - please specify level of treatment	-	-
(iv) third party water	-	-
- No treatment	-	-
- With treatment - please specify level of treatment	-	-
(v) Others	16,093	10,479
- No treatment	-	-
- With treatment - please specify level of treatment	16,093	10,479
Total water discharged (in kilolitres)	16,093	10,479

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N):

No. The Company has not made independent assessment/ evaluation/assurance has been carried out by an external agency.

Note: Water discharge data considered for two Bangalore locations (Corporate office and Plant). The other excluding international locations (covering 23 % of total office area).

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

Yes

If yes, provide details of its coverage and implementation.

For Bangalore location (Corporate office), the sewage treated water is been re-used for flushing, Gardening and basement & periphery area cleaning purpose. At the plant sewage treated water is been re-used for gardening and periphery cleaning purposes.

6. Please provide details of air emissions (other than GHG emissions) by the entity, in the following format:**Whether air emissions (other than GHG emissions) by the entity is applicable to the company?**

Yes. Tejas is an telecom products company and has minimal air emissions. We use a DG sets during power outages only. We ensure compliance with regulations related to stack emission parameters such as nitrous oxide, non-methane hydrocarbons, carbon monoxide, and particulate matter, among others. Monitoring of stack emissions is conducted at the frequency required by the PCB Consent To Operate (CTO).

Parameter	Please specify unit	FY 2024-25	FY 2023-24
NOx	mg / Nm ³	12	16
SOx	mg / Nm ³	3.5	1.7
Particulate matter (PM)	mg / Nm ³	23	31
Persistent organic pollutants (POP)	mg / Nm ³	-	-
Volatile organic compounds (VOC)	mg / Nm ³	-	-
Hazardous air pollutants (HAP)	mg / Nm ³	-	-
Others - please specify			

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N):

No. The Company has not made independent assessment/ evaluation/assurance has not been carried out by an external agency.

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

Parameter	Unit	FY 2024-25	FY 2023-24
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tons of CO ₂ equivalent	582.92	720.46
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tons of CO ₂ equivalent	9,028.21	6,011.34
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	-	-	-
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	-	-	-
Total Scope 1 and Scope 2 emission intensity in terms of physical output		-	-
Total Scope 1 and Scope 2 emission intensity (optional) - the relevant metric may be selected by the entity	-	-	2.1535

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N):

No. The Company has not made independent assessment/ evaluation/assurance has not been carried out by an external agency.

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

Yes. Tejas has set a target to reduce its absolute Scope 1 and Scope 2 carbon footprint. To this end, Tejas is planning multiple initiatives, including the future migration to green power and the use of energy-efficient equipment.

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

Parameter	FY 2024-25	FY 2023-24
Total Waste generated (in metric tonnes)		
Plastic waste (A)	92.47	-
E-waste (B)	32	19.952
Bio-medical waste (C)	-	-
Construction and demolition waste (D)	280	-
Battery waste (E)	13.02	8.13
Radioactive waste (F)	-	-
Other Hazardous waste. Please specify, if any. (G)	0.062	-
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	1,319.06	79.993
Total (A+B + C + D + E + F + G + H)	1,704.61	108.075
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	-	-
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	-	-
Waste intensity in terms of physical output	-	-
Waste intensity (optional) - the relevant metric may be selected by the entity	-	-
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	31.9	-
(ii) Re-used	-	-
(iii) Other recovery operations	-	-
Total	31.90	-
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	-	-
(ii) Landfilling	-	-
((iii) Other disposal operations	384.59	57.749
Total	384.59	57.749

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N): N

No. The Company has not made independent assessment/ evaluation/assurance has not been carried out by an external agency

Note: Non-Hazard Waste data considered for two Bangalore locations (Corporate office and Plant). The others excludes International locations. International locations (covering 23 % of total office area).

10. Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by your company to reduce usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such wastes.

All solid waste is handed over to the respective authorised municipal waste collection agencies for recycling and responsible disposal. The hazardous waste and solid waste is handed over to agencies appointed by the statutory authority i.e. PCB in the respective locations. Tejas is ISO 14001 certified.

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

Sl. 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 there of and corrective action taken, if any.
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Tejas Networks offices do not fall into the category of ecological sensitive area

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

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

13. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder (Y/N/NA).

Yes

If not, provide details of all such non-compliances, in the following format:

Sl. 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

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

Water withdrawal, consumption and discharge in areas of water stress	
(i) Name of the area	Electronic City Phase 1 and Phase 2, Bengaluru, Karnataka, India
(ii) Nature of operations	R&D, Manufacturing of telecom equipments
(iii) Water withdrawal, consumption and discharge in the following format:	

Parameter	FY 2024-25	FY 2023-24
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Groundwater	-	-
(iii) Third party water	29,189	9,422
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres)	29,189	9,422
Total volume of water consumption (in kilolitres)	29,189	9,422
Water intensity per rupee of turnover (Water consumed / turnover)	-	-
Water intensity (optional) - the relevant metric may be selected by the entity	-	3.01
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water	-	-
- No treatment	-	-
- With treatment - please specify level of treatment	-	-
(ii) Into Groundwater	-	-
- No treatment	-	-
- With treatment - please specify level of treatment	-	-
(iii) Into Seawater	-	-
- No treatment	-	-
- With treatment - please specify level of treatment	-	-
(iv) third party water	-	-
- No treatment	-	-
- With treatment - please specify level of treatment	-	-
(v) Others	29,189	9,422
- No treatment	-	-
- With treatment - please specify level of treatment	29,189	9,422
Total water discharged (in kilolitres)	29,189	9,422

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N):

No, The Company has not made independent assessment/ evaluation/assurance has not been carried out by an external agency.

2. Please provide details of total Scope 3 emissions & its intensity, in the following format:**Note: This is excluded**

Parameter	Unit	FY 2024-25	FY 2023-24
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ Equivalent	-	-
Total Scope 3 emissions per rupee of turnover		-	-
Total Scope 3 emission intensity (optional) - the relevant metric may be selected by the entity		-	-

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N):

No. The Company has not made independent assessment/ evaluation/assurance has been carried out by an external agency.

If yes, name of the external agency.

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

Not Applicable.

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

Sl. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative

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

Yes

Details of entity at which business continuity and disaster management plan is placed or weblink.

Tejas Networks recognizes that a significant threat exists to its ability to continue normal business operations following a serious unexpected disruptive incident. The organization has a high level of dependency upon its automated systems and processes and this creates risks, which need to be mitigated. The organization further recognizes that it needs to recover from disruptive incidents in the minimum possible time and that this necessity to ensure a speedy restoration of services requires a significant level of advance planning and preparation. This Business Continuity Plan has been prepared to assist the organization to manage a serious disruptive crisis in a controlled and structured manner. It contains information on emergency contact details, strategies to mitigate impact, procedures to be implemented and communication processes to be followed in response to a serious disruptive event.

Tejas as a Company positioned to operate in the global markets believes that its operations should have processes and systems in place to address any kind of exigencies within and outside of Tejas that affects its operations, including employees, property of the Company, manufacturing processes and customer support. This Business Continuity Plan seeks to address

- A need for establishing systems and processes in the Company to address emergencies
- To establish guidelines for the Company to ensure quicker turnaround from a break in operations
- To ensure that managers/employees are geared to meet an exigency in the absence of senior management guidance

6. Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard.

No such incidents happened which has affected the business.

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

69%

PRINCIPLE 7: Businesses, when engaging in influencing Public and Regulatory Policy, should do so in a manner that is responsible and transparent

Tejas adheres to all applicable regulatory policies and has in place the necessary systems to monitor and improve compliance.

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

7

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

Sl. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/ National)
1	TEPC (Telecom Export Promotion Council)	National
2	VOICE (Voice of Indian Communication Technology Enterprises)	
3	TEMA (Telecom Equipment Manufacturer Association)	
4	CII	
5	FICCI	
6	SITARA	
7	ICEA	

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		

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

Sl. 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
Not Applicable					

PRINCIPLE 8 Businesses should promote inclusive growth and equitable development

Tejas has established its sustainability policy, CSR policy and supplier sustainability policy that promotes inclusive growth and equitable development.

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

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

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

Sl. 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)
Not Applicable						

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

Tejas is governed by the Tata Code of Conduct and every agreement made among the stakeholders includes provisions for addressing grievances, disputes, and other related issues. Moreover, the stakeholders are informed about the ethics helpline that they can use to report any concerns.

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

	FY 2024-2025	FY 2024-2025
Directly sourced from MSME/ Small producers	18	10
Directly from within India	18	11

5. Job creation in smaller towns - Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis) in the following locations, as % of total wage cost

Location	FY 2024-25	FY 2023-24
Rural	-	-
Semi-urban	-	-
Urban	-	-
Metropolitan	100	100

Place to be categorized as per RBI classification system –rural/semi-urban/urban/metropolitan

Leadership Indicators

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

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:

Sl. No.	State	Aspirational District	Amount spent (In INR)
Not Applicable			

For the FY 2024 - 2025 CSR Projects in the Aspirational Districts are not undertaken. In the Upcoming FY 2025 - 2026 Aspirational districts Projects will be undertaken

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

No (Procurement is done based on competitiveness). However, we encourage marginalised and vulnerable groups.

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

If such a vendor is available, the Company prefers the vendor, if competitive.

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

Not Applicable

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

Sl. No.	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes / No)	Benefits 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
Not Applicable		

6. Details of beneficiaries of CSR Projects:

Sl. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	Residential School Support for Underprivileged children	57	100
2	Fellowship Program	105	100
3	Restorations of Anganwadi	200	100

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

The Company's focus on human-centered design and user experience ensures that its digital solutions are engineered with the user in mind, and that they provide value and meet their needs.

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

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

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

	As a percentage of total turnover
Environmental and social parameters relevant to the product	100
Safe and responsible usage	100
Recycling and/or safe disposal	100

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

	FY 2024-25 (Current Financial Year)		Remarks	FY 2023-24 (Previous Financial Year)		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	-	-		-	-	
Advertising	-	-		-	-	
Cyber-security	-	-		-	-	
Delivery of essential services	-	-		-	-	
Restrictive Trade Practices	-	-		-	-	
Unfair Trade Practices	-	-		-	-	
Other	-	-		-	-	

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

	Number	Reasons for recall
Voluntary recalls	Nil	Not Applicable
Forced recalls		

5. Does the entity have a framework/ policy on cyber security and risks related to data privacy? (Yes/No)

Yes

If available, provide a web-link of the policy.

<https://www.tejasnetworks.com/privacy-policy/>

Tejas is committed to protecting the privacy of individuals whose personal data it holds, and processing such personal data in a way that is consistent with applicable laws and ensures safety and security of data including where it has presence in several overseas jurisdictions including Singapore, the United States of America, Mexico and UAE, and is committed in ensuring compliance with applicable laws across these jurisdictions. Tejas has an integrated and centralized strategy for achieving data privacy compliance across all jurisdictions

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

Not Applicable

7. Provide the following information relating to data breaches:

a. Number of instances of data breaches along-with impact

There were no data breaches as on March 31, 2025.

b. Percentage of data breaches involving personally identifiable information of customers

Not applicable

c. Impact, if any, of the data breaches

Not applicable

Leadership Indicators

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

Information relating to all products of the Company are available on the website at www.tejasnetworks.com.

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

The Company conducts meetings to educate its customers on responsible usage of our products as well as safe disposal of the products as well provide various user manuals along with the company products.

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

The Company has a End of Life/End of Sales process and customer communication process to inform customer on End of Life/End of Service for its products. Besides, the Company maintains key contacts in customer operations team /Network Operating Centre team and communicates to them of any risk of disruption/discontinuation of essential services due to maintenance activities (usually scheduled in maintenance window with customer approved downtime)

4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not applicable)

No, the Company publishes information as per the regulatory norms, and also the Company conducts customer satisfaction survey every year on the major products of Tejas

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