

Business Responsibility and Sustainability Report



Business Responsibility and Sustainability Report 2025-26

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	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	01-04-2025 to 31-03-2026
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	₹ 177,74,18,620/-
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	
	Name of Contact Person	Anantha Murthy N Company Secretary & Compliance Officer
	Contact Number of Contact Person	080-41794600
	Email Of Contact Person	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	Not Applicable
15	Type of assurance obtained	Not Applicable

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 Equipment and Software	The company designs, develops, and manufactures advanced wireless and wireline equipment for telecom service providers, utilities, defense, and government agencies worldwide. It offers a range of technologies for building telecom networks, including 4G/5G mobile and multi-gigabit fiber broadband, terabit-scale optical transmission, and high-capacity packet switches. The company also provides software solutions for remote configuration, monitoring, provisioning, and management of its products through a web-enabled platform, which can be hosted on dedicated servers or in the public cloud.	75.47
2	Support Services for Communication Equipment and Services.	The company offers a range of network services, including installation, maintenance, upgrades, training, and optimization support.	16.24

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 Equipment and Software	263	75.47
2	Support Services towards Communication Equipment and Services	263	16.24

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	10	11
International	Nil	10	10

Note: National office establishment includes warehouses and logistics facilities.

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?

16% (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: 2025-2026****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)	2,229	1,910	85.7	319	14.3
2.	Other than Permanent (E)	2,870	2,713	94.5	157	5.5
3.	Total employees (D + E)	5,099	4,623	90.7	476	9.3
Workers						
4.	Permanent (F)		Not Applicable			
5.	Other than Permanent (G)					
6.	Total workers (F + G)					

Note: Pursuant to the applicability of the Labour Codes effective November 21, 2025, a subset of the workforce may qualify as 'workers'. However, systems to identify such categories and ensure compliance with the Labour Codes are currently being implemented. Accordingly, for the current reporting year, the Company has classified its entire workforce under the category of 'Employees', with no personnel disclosed under the category of 'Workers'. 'Other than the Permanent Employees' refers to contractual workers on an external party's payroll.

b. Differently abled Employees and Workers:

Sl. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
Differently abled Employees						
1.	Permanent (D)		Not Applicable			
2.	Other than Permanent (E)					
3.	Total differently abled employees (D + E)					
Differently abled Workers						
4.	Permanent (F)		Not Applicable			
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 Managerial Personnel	4	-	-

At Tejas Networks, the Key Managerial Personnel as on March 31, 2026, includes the Executive Director & Chief Operating Officer, Chief Financial Officer, Chief Strategy and Business Officer, and Company Secretary & Compliance Officer.

22. Turnover rate for permanent employees and workers

(Disclose trends for the past 3 years)

	FY 2025-26 (Turnover rate in current FY) [values in %]			FY 2024-25 (Turnover rate in previous FY) [values in %]			FY 2023-24 (Turnover rate in the year prior to the previous FY) [values in %]		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	17.9	24.0	18.8	9.5	15.2	10.3	6.7	6.0	6.6
Permanent Workers	Not Applicable								

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

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

The Company has one holding company and three subsidiaries, including one step-down subsidiary, as of March 31, 2026. Please refer to Form AOC-1 in Annexure 1 of the 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	53.40	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.)	1,108.78 Cr
(iii)	Net worth (in Rs.)	2,693.23 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 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	https://www.tejasnetworks.com/wp-content/uploads/2024/01/Whistle-blower-Policy.pdf	-	-	NA	-	-	NA
Investors (other than shareholders)	https://www.tejasnetworks.com/main-control/download/Whistle-blower-Policy.pdf	-	-	NA	-	-	NA
Shareholders	https://scores.sebi.gov.in/scores-home	-	-	NA	-	-	NA
Employees and workers	https://www.tejasnetworks.com/main-control/download/Whistle-blower-Policy.pdf	2	1	One Ongoing investigation, one closed	-	-	NA
Customers	https://www.tejasnetworks.com/main-control/download/Whistle-blower-Policy.pdf	-	-	NA	-	-	NA
Value Chain Partners	https://www.tejasnetworks.com/main-control/download/Whistle-blower-Policy.pdf	1	1	NA	-	-	NA
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
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, ISO 45001	BRSR Standards	BRSR Standards	BRSR Standards	BRSR Standards ISO14001, ISO 45001	BRSR Standards	BRSR Standards	BRSR Standards ISO27001
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	1. Net-zero emissions by 2045 2. 25% reduction in Scope 1 & 2 by 2032 3. ISO 45001 certification by FY 2025–26 4. Zero fatalities, zero Lost Time Injury Frequency Rate 5. 8 hours of training per employee annually 2028 6. ESG assessments for Value chain partners by 2027								
6. Performance of the entity against the specific commitments, goals and targets along with reasons in case the same are not met.	1. In progress 2. In Progress 3. Achieved (Certification Obtained) 4. On target 5. In Progress 6. On Target								

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/2024/10/tejas-code-of-conduct-and-ethics.pdf
P4	https://www.tejasnetworks.com/wp-content/uploads/2024/10/tejas-code-of-conduct-and-ethics.pdf
P5	https://www.tejasnetworks.com/wp-content/uploads/2024/01/esg-frame-work-and-policy.pdf
P6	https://www.tejasnetworks.com/wp-content/uploads/2024/10/tejas-code-of-conduct-and-ethics.pdf
P7	https://www.tejasnetworks.com/wp-content/uploads/2024/01/CSR-Policy.pdf
P8	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 the director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements	The Company's sustainability framework, anchored in the ESG Charter, reflects its commitment to integrating sustainability into every aspect of the operations. We aim to minimize our carbon footprint through energy efficiency and resource-conscious operations, strengthen our positive social impact through responsible and inclusive business practices, and maintain uncompromising standards of governance marked by transparency, ethical conduct, and regulatory compliance. These principles guide our actions today while building resilience and long-term value for all stakeholders.									
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Managing Director & Chief Executive Officer, under the guidance of the Board of Directors and its Committees is responsible for the 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 is 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 complies 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)	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)	Not Applicable								
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity 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	8	All Principles	92
Workers		Not Applicable	

Note: This table represents the mandatory training for permanent and other-than-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, 2026.

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					
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

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

Yes. The Company has adopted the TATA Code of Conduct and Tejas Code of Conduct and Ethics, which provides for a formal mechanism to the Directors, employees and other external stakeholders to report their concerns about unethical behavior, actual or suspected fraud, corruption, bribery issues etc.

<https://www.tejasnetworks.com/wp-content/uploads/2024/01/Code-of-Conduct-and-Ethics.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 2025-2026	FY 2024-2025
Directors	NIL	NIL
KMPs		
Employees		
Workers		

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

	FY 2025-2026		FY 2024-2025	
	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 2025-2026	FY 2024-2025
Number of days of accounts payables	208	84

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 2025-26	FY 2024-25
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	-	-
	b. Number of trading houses where purchases are made from	-	-
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	-	-
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	31.34%	3.38%
	b. Number of dealers / distributors to whom sales are made	84	89
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	80.77%	61.70%
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	1.68%	5.46%
	b. Sales (Sales to related parties / Total Sales)	10.86%	87.97%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	0.04%	0.03%
	d. Investments (Investments in related parties / Total Investments made)	-	-

Leadership Indicators

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

Total number of awareness programmes held	Topics / principles covered under the training	Percentage of value chain partners covered (by the value of business done with such partners) under the awareness programmes
5	<ol style="list-style-type: none"> 1. Comprehensive orientation on the Sustainable Supply Chain Framework, outlining expectations for responsible supplier participation. 2. Detailed overview of ESG Assessment requirements, including criteria, scoring approach, and alignment with BRSR mandates. 3. In-depth coverage of the Nine Core Responsible Business Principles, ensuring supplier understanding of ethical, environmental, and governance expectations. 4. Guidance on alignment of supplier practices with Tejas Networks' ESG and sustainability goals, emphasizing policy compliance and continuous improvement. 5. Explanation of reporting expectations under BRSR, including methodology, data submission requirements, and percentage coverage of value chain partners. 	50%

Note: Tejas conducted an ESG-BRSR awareness programme for its value chain partners, covering all key aspects of the nine NGRBC principles and the Business Responsibility and Sustainability Reporting (BRSR) framework. The session focused on enhancing supplier understanding of ESG expectations, including ethical governance, human rights, environmental responsibility, workplace safety, anti-corruption, Bribery, responsible sourcing, and data privacy. Delivered virtually for both Indian and overseas partners, the programme ensured broad participation and strengthened alignment with Tejas Networks' sustainability standards.

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

If yes, provide details of the same.

Yes, each Director of the Company is required to disclose any concerns or interests they have in the Company, as well as in other companies, corporate entities, firms, or associations, both annually and whenever there are changes, including shareholding. Additionally, Directors must submit an annual declaration under the Code of Conduct, confirming their commitment to act in the best interests of the Company. This declaration ensures that any personal or business associations do not create a conflict of interest with their roles in the Company.

Similarly, Senior Management Personnel must affirm each year that they have not participated in any significant financial or commercial transactions that might conflict with the interests of the Company.

During Board Meetings, Directors are expected to abstain from discussions on agenda items in which they have a personal interest. To effectively identify and manage potential conflicts of interest involving Directors or Key Management Personnel (KMPs), the Corporate Secretarial team maintains a database of the Directors alongside the entities in which they have interests. This list is shared with the Finance department, which monitors and flags any transactions the Company enters into with these 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 2025-2026	FY 2024-2025	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?

90%, 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.
No, LCA has not been carried out					

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 2025-2026	FY 2024-2025
	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 2025-2026			FY 2024-2025		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	-	-	14.07	-	-	92.47
E-waste	-	-	28.50	-	32.00	-
Hazardous waste	-	-	-	-	-	-
Other waste	-	-	-	-	-	8.13

5. Reclaimed products and packaging materials (as a 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	1,910	1,910	100	1,910	100	-	-	1,910	100	-	
Female	319	319	100	319	100	319	100	-	-		
Total	2,229	2,229	100	2,229	100	319	14	1,910	86		
Other than Permanent Employees											
Male	2,713	2,626	97	2,626	97	-	-	962	71	-	
Female	157	131	83	131	83	131	100	-	-		
Total	2,870	2,757	96	2,757	96	131	5	962	34		

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 the well-being of employees and workers (including permanent and other than permanent) in the following format

	FY 2025-2026	FY 2024-2025
Cost incurred on well-being measures as a % of the total revenue of the company	1.74%	0.13%

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 2025-2026			FY 2024-2025		
	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	Not Applicable	Yes	100	Not Applicable	Yes
Gratuity	100	Not Applicable	Yes	100	Not Applicable	Yes
ESI	Not Applicable					
Others - please specify:	Not Applicable					

3. Accessibility of workplaces

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

Yes, we recognize the importance of complying with the Rights of Persons with Disabilities Act, 2016, and are actively taking steps to support the needs of individuals with disabilities. Our company has implemented various measures to ensure our infrastructure is accessible to everyone. All our offices and facilities have been designed to be fully accessible for differently-abled employees. We have incorporated features such as lifts and ramps to facilitate easy movement throughout the premises, along with designated areas for wheelchair users. This commitment reflects our dedication to fostering an inclusive and supportive work environment for all.

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 is an equal opportunity employer and abides by the Code of Conduct and best practices and 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	100	Not applicable	Not applicable
Female	100	100	Not applicable	Not applicable
Total	100	100	Not applicable	Not applicable

*Return to work rate also includes employees who took parental leave in previous FY 2024-25 and returned to work in FY2025-26, 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	Not applicable	
Other than Permanent Workers	Not applicable	
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 the Grievance Redressal Committee to inquire into complaints and make recommendations for corrective action, if any. gr@tejasnetworks.com
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 2025-2026			FY 2024-2025		
	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	Not Applicable					
Male						
Female						
Total Permanent Workers						
Male						
Female						

8. Details of training given to employees and workers:

Category	FY 2025-2026					FY 2024-2025				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Male	1,910	1,910	100	1,597	84	2,032	1,611	79	871	42
Female	319	319	100	303	95	338	268	79	151	35
Total	2,229	2,229	100	1,900	85	2,370	1,879	79	1,022	41
Workers										
Male	NA									
Female										
Total										

Note: This category includes employees and contractual workers engaged in site-level tasks. All individuals receive mandatory training in health and safety, grievance redressal, Prevention of Sexual Harassment (POSH), Business Responsibility and Sustainability Reporting (BRSR), and the Code of Conduct. The reported figures reflect the total number of training sessions, including repeated sessions for individuals. For employees, Tejas Networks offers technical, soft skills, and leadership development programs through its Learning Management System (LMS) and LinkedIn Learning to support continuous skill enhancement.

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

Category	FY 2025-2026			FY 2024-2025		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees						
Male	1,910	1,836	96	2,032	1,966	97
Female	319	306	96	338	329	97
Total	2,229	2,142	96	2,370	2,295	97
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 a system?**

Yes, the company has implemented a comprehensive Occupational Health and Safety (OH&S) management system. This system features regular safety training, evacuation drills, and periodic health check-ups for employees. Continuous internal audits, as well as monitoring and reviewing safety incidents, are integral components of this system. We achieved ISO 45001 certification during the fiscal year 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 implemented several processes to routinely identify work-related hazards and assess risks, both in regular and non-routine operations. One key method is the Hazard Identification and Risk Analysis (HIRA) process, which provides a structured approach to pinpoint and evaluate potential hazards within its operations.

Additionally, Tejas encourages its employees and workers to report any incidents, accidents, or near-misses that occur in the workplace. The company also conducts regular safety walkthroughs of its facilities to identify potential hazards and assess their associated risks.

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

Tejas has established robust processes to identify work-related hazards and assess risks associated with both routine and non-routine activities. The company utilizes a structured Hazard Identification and Risk Analysis (HIRA) process to systematically identify potential hazards within its operations and evaluate the related risks. Permanent and contractual employees are encouraged to report incidents, accidents, and near misses to ensure that timely corrective and preventive actions are taken. To facilitate this reporting, we provide suggestion boxes and QR codes for easy access to report near misses and hazardous conditions. Additionally, Tejas conducts regular safety walkthroughs of its facilities to pinpoint potential hazards, assess the effectiveness of control measures, and continuously improve workplace safety.

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

Tejas prioritizes employee well-being through comprehensive support and mental well-being programs. This includes regular training, upgraded workplace infrastructure, and access to counselling services and employee assistance programs. We have an OHC, a nurse, a doctor, and a tie-up with hospitals as needed, including doctors and ambulances. Additionally, flexible work policies promote work-life balance and mental health, fostering a supportive work culture.

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

Safety Incident/Number	Category*	FY 2025-2026	FY 2024-2025
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	0	0
Total recordable work-related injuries	Employees	0	0
	Workers	0	0
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

*Including contract workforce

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

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

- **EHS Policy & Governance:** Strong governance led by top leadership with regular reviews and updates of safety protocols. A cross-functional
- **Safety Committee:** comprising workers, employees, and senior management, meets periodically to address safety grievances, review incidents, and strengthen preventive measures.
- **Hazard Identification & Reporting:** 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.
- **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.
- **Medical Centre:** We have an OHC, a nurse, a doctor, and a tie-up with hospitals as needed, including doctors and ambulances. Additionally, flexible work policies promote work-life balance and mental health, fostering a supportive work culture.

These measures ensure proactive risk mitigation and foster a culture of safety across all operations.

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

	FY 2025-2026			FY 2024-2025		
	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 2025-2026

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.

We investigate all recordable incidents to identify root causes and implement corrective and preventive actions. All gaps from internal and external audits are closed promptly. During the reporting period, safety audits led to 1,100+ corrective actions, 100% workforce safety training, full compliance with valid work permits for high-risk activities, and improved lead-indicator reporting through the EHS Safety QR codes. Regular safety campaigns, recognition programs, and alignment with ISO 45001 and ISO 14001 standards strengthened our safety culture.

There were no safety-related incidents or significant risk concerns during the submission period. A structured Safety Incident Investigation procedure ensures systematic recording, root-cause analysis, cross-functional review, and closure of all actions. Lessons learned are shared across locations and reinforced through training to drive continuous improvement and support our "Zero Harm" commitment.

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 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 with 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 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 2025-2026	FY 2024-2025	FY 2025-2026	FY 2024-2025
Employees	-	-	-	-
Workers	Not Applicable	Not Applicable	Not Applicable	Not Applicable

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 % strategic and preferred value chain partners have been evaluated using a self-assessment method.
Working Conditions	100% strategic and preferred value chain partners have been evaluated using a self-assessment method.

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.

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.

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:

- Stakeholder 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.
- Stakeholders' engagement – Tejas has developed customized stakeholder engagement strategies to engage all its stakeholders based on their importance and impact.
- Understanding stakeholders' concerns – Tejas's effective stakeholder engagement enables its stakeholders to raise their concerns relevant to the business, which are then addressed 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 / Stock Exchange website	Ongoing	Company's performance and other updates
Employees	No	Senior leaders' communication/talk, Townhall / 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, Sustainability, Rewards and Wellness sessions, covering on an average of 50-60% participation.
Customers	No	Website, distributor / direct customer, senior leader-customer meets / Visits, customer plant visits, trade body membership, complaints management, helpdesk, conferences, customer surveys, and frequent business review meetings.	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 and frequent business review meetings	Ongoing	Quality, timely delivery and payments, ESG consideration (sustainability, safety checks, compliance, 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 ensures transparent communication and access to relevant information about its decisions that impact relevant stakeholders. Engagement with relevant stakeholders is a continuous process which is driven by the Senior Management, coordinated by concerned employees / representatives of the Company. The Company uses discussions with internal and external stakeholders, as well as its own judgement, to prioritize and arrive at a list of material topics with significant economic, environmental or social impacts on Company's business operations. The Management shares feedback with the Board on these issues

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 values input from stakeholders to effectively manage the environmental and social aspects of its operations, which informs our policies. We comply with ISO 14001 and ISO 45001 standards and generate regular reports to meet all regulatory requirements.

Studies and impact analyses are conducted to mitigate risks, and all components meet RoHS regulations. To enhance safety, we provide gear for employees at rework stations and use suction units to manage fumes.

We've launched energy efficiency initiatives, including a factory atrium for natural light and campaigns to conserve water and electricity. We recommend our suppliers comply with the same ISO standards, and many are already certified. Additionally, we've designed some customer equipment for compatibility with solar energy, especially for remote areas.

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 2025-2026			FY 2024-2025		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees workers covered (D)	% (D / C)
Employees						
Permanent	2,229	2,046	92	2,370	2,201	93
Other than permanent	2,870	2,200	77	2,115	2,115	100
Total Employees	5,099	4,246	83	4,485	4,316	96
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 2025-2026					FY 2024-2025				
	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	2,229	0	0	2,229	100	2,370	0	0	2,370	100
Male	1,910	0	0	1,910	100	2,032	0	0	2,032	100
Female	319	0	0	319	100	338	0	0	338	100
Other than Permanent	2,870	1,925	67	946	33	2,115	0	0	2,115	100
Male	2,713	1,833	68	880	32	2,021	0	0	2,021	100
Female	157	92	59	65	41	94	0	0	94	100
Workers										
Permanent										
Male	NA									
Female	NA									
Other than Permanent										
Male	NA									
Female	NA									

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

in ₹ crore

	Number	Male	Female
		Median remuneration/ salary/ wages of respective category	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)*	5	0.45	0.45
Key Managerial Personnel (KMP)	4	2.65	-
Employees other than BoD and KMP	1,906	0.17	0.12
Workers	Not Applicable	Not Applicable	Not Applicable

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

	FY 2025-2026	FY 2024-2025
Gross wages paid to females as % of total wages	10.02%	8.60%

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 Resources department.

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

Tejas is committed to maintaining a safe and harmonious business environment, ensuring that every workplace is free from harassment and unsafe conditions. We have established an ethical framework with ethics counselors and a POSH committee to address grievances related to ethics and human rights.

With a zero-tolerance policy towards malpractice, non-compliance, and human rights violations, we have implemented a comprehensive grievance redressal system through our Whistleblower Policy. This policy allows employees and external stakeholders to report serious issues, such as human rights infringements, fraud, or safety violations, confidentially without fear of retaliation. Your concerns will be heard and addressed.

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

	FY 2025-2026			FY 2024-2025		
	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	-	-
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 2025-2026	FY 2024-2025
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	-	1
Complaints on POSH as a % of female employees / workers	-	0.3
Complaints on POSH upheld	-	1

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

Tejas has established multiple mechanisms to prevent adverse consequences for 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 a 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	50%
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.

During the reporting period, no significant risks were identified in the assessment of suppliers.

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 2025-26	FY 2024-25
Unit	Giga Joules (GJ)	Giga Joules (GJ)
From renewable sources		
Total electricity consumption (A)	16,355.07	-
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	-	-
Total energy consumed from renewable sources (A+B+C)	16,355.07	-
From non-renewable sources		
Total electricity consumption (D)	35,109.94	45,906.18
Total fuel consumption (E)	2,692.45	2,849.3
Energy consumption through other sources (F)	-	-
Total energy consumed from non-renewable sources (D+E+F)	37,802.39	48,755.48
Total energy consumed (A+B+C+D+E+F)	54,157.46	48,755.48
Energy intensity per rupee of turnover (Total energy consumed (GJ) / Revenue from operations(INR Cr))	49.09	5.46
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed (GJ)/ Revenue from operations adjusted for PPP(INR Cr))	996.7	902.61
Energy intensity in terms of physical output	-	-
Energy intensity (optional) - the relevant metric may be selected by the entity	-	-

Note: FY 2025 data was initially reported in joules and has now been converted to gigajoules (GJ).

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

No, the company has not conducted an independent assessment or evaluation, nor has one been carried out by an external agency.

Note: Total electricity consumption for all locations, excluding international ones, and total fuel consumption for the 2 Bangalore locations (Corporate 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 2025-26	FY 2024-25
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Groundwater	-	-
(iii) Third party water	24,295	29,189
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	24,295	29,189
Total volume of water consumption (in kilolitres)	24,295	29,189
Water intensity per rupee of turnover (Total water consumption / Revenue from operations (INR Crores))	22.02	-
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP (INR Cr))	449.77	-
Water intensity in terms of physical output	-	-
Water intensity (optional) - the relevant metric may be selected by the entity	4.76	9.02

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N):
No, the company has not conducted any independent assessment or evaluation by an external agency.

4. Provide the following details related to water discharged:

Parameter	FY 2025-26	FY 2024-25
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	-	-
- No treatment	-	-
- 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	22,050	16,093
- No treatment	-	-
- With treatment - please specify level of treatment	22,050	16,093
Total water discharged (in kilolitres)	22,050	16,093

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

No. The company has not conducted an independent assessment or evaluation by an external agency.

Note: Water discharge data is considered for three Bangalore locations (Corporate, R&D office, and Plant). The other, excluding international locations.

5. Has the entity implemented a mechanism for Zero Liquid Discharge?

Yes

If yes, provide details of its coverage and implementation.

At the Bangalore offices, treated sewage water reused for non-potable applications such as flushing, landscaping, and operations, thereby promoting sustainable water management practices.

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?

Tejas is a telecommunications products company that maintains minimal air emissions. We use diesel generator sets only during power outages. We comply with all regulations concerning stack emission parameters, including nitrous oxide, non-methane hydrocarbons, carbon monoxide, and particulate matter, among others. We monitor stack emissions at the frequency required by our PCB Consent to Operate (CTO).

Parameter	Please specify unit	FY 2025-26	FY 2024-25
NOx	mg / Nm ³	23.9	12
Sox	mg / Nm ³	11.6	3.5
Particulate matter (PM)	mg / Nm ³	53.2	23
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 conducted an independent assessment or evaluation 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 2025-26	FY 2024-25
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	172.40	582.92
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	7,090.26	9,028.21
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations) (INR Cr)	Metric tonnes of CO ₂ equivalent per INR Crores	6.58	-
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) (INR Cr)	Metric tonnes of CO ₂ equivalent per revenue adjusted to PPP	134.45	-
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		2.54	2.15

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

No. The Company has not made an 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.

Tejas has set an ambitious goal to achieve net-zero emissions by 2045. Additionally, the company is committed to reducing its absolute Scope 1 and Scope 2 carbon footprint by 25% by 2032. To accomplish these objectives, Tejas is planning several initiatives, including transitioning to green power and implementing energy-efficient equipment.

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

Parameter	FY 2025-26	FY 2024-25
Total Waste generated (in metric tonnes)		
Plastic waste (A)	49.54	92.47
E-waste (B)	28.47	32
Bio-medical waste (C)	0.0037	-
Construction and demolition waste (D)	-	280
Battery waste (E)	1.33	13.02
Radioactive waste (F)	-	-
Other Hazardous waste. Please specify, if any. (G) Used oil	0.22	0.062
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	322.85	1,319.06
Used oil		
Total (A+B + C + D + E + F + G + H)	429.57	1,704.61
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations (INR Cr))	0.389	-
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated/ Revenue from operations adjusted for PPP (INR Cr))	7.95	-
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	49.07	31.9
(ii) Re-used	-	-
(iii) Other recovery operations	-	-
Total	49.07	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	41.56	384.59
Total	41.56	384.59

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N): No

Note: Non-hazardous waste data is considered for three locations in Bangalore (Corporate Office and Plant), excluding international locations.

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.

Tejas Networks prioritizes responsible waste management through a clear standard operating procedure (SOP). The process starts with the identification and segregation of waste at the source, supported by comprehensive employee training on safe handling and regulatory compliance. To facilitate this, color-coded bins are used for different types of waste, ensuring that materials such as recyclables, organics, and hazardous waste can be easily sorted.

After segregation, waste is handed over to government-authorized recyclers for eco-friendly disposal. Hazardous waste is strictly managed and transferred only to vendors accredited by State Pollution Control Boards. Tejas is committed to environmental stewardship and holds ISO 14001 and ISO 45001 certifications, demonstrating its dedication to effective environmental management and continuous improvement in waste handling practices.

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 ecologically sensitive areas

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
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Tejas has not conducted any Environmental Impact Assessment (EIA) activities in the financial year 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/NA).

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
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Yes, Tejas has complied with all applicable environmental laws, regulations, and guidelines, to the extent relevant and applicable

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 2025-26	FY 2024-25
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Groundwater	-	-
(iii) Third party water	24,295	29,189
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres)	24,295	29,189
Total volume of water consumption (in kilolitres)	24,295	29,189
Water intensity per rupee of turnover (Water consumed / turnover)		
Water intensity (optional) - the relevant metric may be selected by the entity		
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	24,295	29,189
- No treatment	-	-
- With treatment - please specify level of treatment	24,295	29,189
Total water discharged (in kilolitres)	24,295	29,189

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.

If yes, name of the external agency.



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

The Company is in the process of developing a structured framework to measure and report Scope 3 emissions. Initial data capture has commenced for selected categories, including waste generated and purchased water. The Company aspires to progressively expand Scope 3 coverage and disclose total emissions and intensity in a phased manner in future reporting periods.

Parameter	Unit	FY 2025-26	FY 2024-25
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 tons 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):
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 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.

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
1	Elimination of Single-Use Plastic Bottles	Tejas Networks in Bangalore offices replaced disposable plastic water bottles with RO water dispensers and reusable bottles across the office and R&D labs. Awareness communication was shared with employees to support the transition.	Significant reduction in plastic waste generation. Avoided 295 kg of plastic/year and improved waste reduction
2	Sustainable Packaging Program (ISO 18601-18606 Alignment)	Redesigned outbound packaging to use rightsized boxes, monomaterial corrugate, reduced foam, and improved recyclability. Supplier packaging specifications updated. (Internal documentation available)	Packaging material reduced by 30% per unit; recyclability increased to 50%; reduction of 2 TCO ₂ e emissions due to reduced material and transport weight.
3	Energy Efficiency Measures in Office & Lab Facilities	Installed LED lighting, optimized HVAC set-points, and introduced power-saving configurations for lab and IT equipment. Conducted periodic energy audits.	Achieved electricity savings of approximately 2,60,000 kWh/year, resulting in 187 TCO ₂ e reduction in Scope 2 emissions.
4	E Waste Management & Authorized Recycling	Strengthened EPR compliance by partnering with authorized e-waste recyclers/PROs. Implemented standard process for safe collection, storage, and handover of e-waste.	28.5 tons of e-waste were responsibly recycled; 100% handed over to authorized facilities, ensuring zero landfill disposal.
5	Water Conservation – Low Flow Fixture	Installed low-flow aerators and reused RO reject water for gardening and utility areas to reduce freshwater intake.	Freshwater consumption reduced by 1256kL/year
6	Waste Segregation at Source	Introduced color-coded bins, staff sensitization, and stricter monitoring of dry/wet/packaging waste segregation at source. Partnered with authorized waste handlers.	Waste segregation has been achieved at 100%, with all waste streams directed towards authorized and environmentally sound disposal methods, ensuring complete avoidance of landfill disposal.

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

Yes

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

Tejas Networks acknowledges that there is a significant threat to its ability to maintain normal business operations following a serious and unexpected disruptive incident. The organization relies heavily on its automated systems and processes, which introduce various risks that must be mitigated. Additionally, Tejas Networks understands the importance of recovering from disruptive incidents as quickly as possible. To achieve this, planning and preparation are essential.

This Business Continuity Plan has been developed to help the organization manage serious disruptive crises in a controlled and structured manner. It provides information on emergency contact details, strategies to mitigate impact, implementation procedures, and communication processes to follow in response to a major disruptive event.

As a company positioned to operate in global markets, Tejas Networks believes that it must have processes and systems in place to address any potential emergencies that might affect its operations. This includes concerns regarding employees, company property, manufacturing processes, and customer support. The Business Continuity Plan aims to address these aspects effectively.

- There is a need to establish systems and processes within the Company to effectively address emergencies.
- Guidelines should be created to ensure a quicker response when operations are disrupted.
- It is important to prepare managers and employees to handle emergencies confidently, even in the absence of guidance from senior management.

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 significant adverse impact on the environment has been identified in the value chain partners.

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

50% 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.

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

None

a) by the listed entity

-

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

-

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

12

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	Telecom Export Promotion Council (TEPC)	National
2	Voice of Indian Communication Technology Enterprises (VOICE)	
3	Telecom Equipment Manufacturer Association (TEMA)	
4	Confederation of Indian Industry (CII)	
5	Federation of Indian Chambers of Commerce and Industry (FICCI)	
6	Science, Indigenous Technology & Advanced Research Accelerator (SITARA)	
7	Telecommunications Standards Development Society, India (TSDSI)	



8	Bharat 6G Alliance (BG6A)	
9	3G partnership project (3GPP)	
10	Open RAN Alliance (ORAN)	

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 as there were no projects that required Social Impact Assessment (SIA) to be undertaken under the law.					

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, as no activities related to rehabilitation and resettlement were conducted.						

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 2025-2026	FY 2024-2025
Directly sourced from MSME/ Small producers	8	18
Directly from within India	29	18

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

Location	FY 2025-26	FY 2024-25
Rural	-	-
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 – Tejas Networks did not undertake any projects that required a Social Impact Assessment under applicable laws; therefore, no negative social impacts were identified	

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			

Not Applicable - as no CSR activities were implemented or executed in any government identified aspirational districts.

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 - The entity has neither created, owned, acquired, nor utilized any traditional Intellectual property during the reporting period.				

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
No, as the entity has not been involved in any such disputes during the reporting period.		

6. Details of beneficiaries of CSR Projects:

Sl. No.	CSR Project	No. of persons benefited from CSR Projects	% Of beneficiaries from vulnerable and marginalized groups
1	Fellowship program	210	100%
2	Renovation of Anganwadis	200	100%
3	Residential School Support for Underprivileged Children	57	100%
4	Early Childhood Care and Education for children of Migrant laborers	105	100%
5	Empowering through education- Ensuring school enrolment by preventing dropout and child labor in the aspirational district.	5,838	100%
6	Enabling and empowering adolescents for through life skills education	2,913	100%
7	Equitable Education for Rural and tribal communities	1,000	100%
8	Improving the student's engagement in learning	20,200	100%



9	Increasing access to education through enrolment and retention of girls, and improving the learning outcomes of children	1,730	100%
10	Establishing AI & Digital Labs – in 3 Government schools	2,911	100%
11	Rural Early Childhood Education Project	236	100%
12	Shradhanjali Integrated Primary School (SIS)	170	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 operates a company-wide grievance redressal process for customer complaints and feedback. Customers can reach us via the portal, email, helpdesk, or their account manager; each case is logged in a central system with a unique ID and time stamp. A documented escalation matrix sets routing and timelines, with progress reviewed periodically by senior management. Quality and Delivery teams track cases end-to-end, coordinate cross-functional corrective and preventive actions, and record root cause and action effectiveness. Cases are closed only after the customer confirms resolution. On a quarterly basis, business and functional leaders review consolidated trends and performance metrics to identify systemic issues and drive continuous improvement in service delivery and customer experience. All data is handled in line with applicable privacy and information-security requirements.

2. Turnover of products and/ services as a percentage of turnover from all products/services 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 2025-26 (Current Financial Year)		Remarks	FY 2024-25 (Previous Financial Year)		Remarks
	Received during the year	Pending resolution at the end of the year		Received during the year	Pending resolution at the end of the year	
Data privacy	-	-	None	-	-	
Advertising	-	-	None	-	-	
Cyber-security	-	-	None	-	-	
Delivery of essential services	-	-	None	-	-	
Restrictive Trade Practices	-	-	None	-	-	
Unfair Trade Practices	-	-	None	-	-	
Other	-	-	None	-	-	

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 cybersecurity and risks related to data privacy? (Yes/No)

Yes

If available, provide a web link to 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, 2026.

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