






# TE ESG KPI's 2022-23





**Name of the client :** Tata Elxsi

**Validation by :** ISOQAR India Pvt Ltd.

**Methodology :** Online meetings and site verification of documents, policies, procedures, and KPI on April 19-20, 2023

| Area  | KPI  | Unit             | 2022-23  |
|---|--|------------------|----------|
| <b>Climate Change and Energy</b><br>                   | GHG Emission Intensity ( )   | tCO2e/mUSD       | 13.41    |
|   | Energy Performance Index (EPI)   | Units/Sq. mts    | 119.26   |
|   | Share of Renewable Energy  | Percentage       | 38.52    |
| <b>Water Management</b><br>                            | Water Intensity  | Units/Rupees     | 0.000002 |
|   | Share of waste-water recycled  | Percentage       | 64.60    |
|   | Share of waste sent to landfill  | Percentage       | 0        |
| <b>Corporate Governance and Conduct</b><br>          | % of employees covered by annual training/ refreshers on Anti-money laundering, Anti-bribery & anti-corruption | Percentage       | 100      |
|   | % of employees covered by annual trainings/ refreshers on TCoC   | Percentage       | 92       |
| <b>Corporate social responsibility</b><br>           | Lives touched  | No. of people    | 29946    |
|   | Investment in CSR  | Percentage       | 2        |
|   | Volunteering: Worker participation   | Percentage       | 6.20     |
|   | Volunteering   | Hours per capita | 1.19     |
|   | CSR beneficiaries from vulnerable / marginalized group   | Percentage       | 45       |
|   | Number of projects   | No's             | 27       |
| <b>Responsible Procurement and Supply Chains</b><br> | Suppliers who have signed the supplier code of conduct   | Percentage       | 100      |
|   | Procurement from MSME/ small producers   | Percentage       | 21       |
|   | Women-owned/ AA/ minority owned/ vulnerable and marginalized group   | Percentage       | 1.5      |
|   | Local suppliers  | Percentage       | 40       |

*Excerpts from ESG KPI Verification and Validation report by ISOQAR India Pvt. Ltd and certificate issued as on June 5, 2023*

| Area  | KPI  | Unit   | 2022-23 |
|---|--|--|---------|
| <b>Product &amp; Service Stewardship</b><br>       | Patents granted (as a % of total applied)                      | Percentage   | 100     |
| <b>Talent Management</b><br>                       | Training hours   | Hours per capita   | 59.44   |
|   | Voluntary attrition rate                                       | Percentage   | 17.3    |
| <b>Employee Wellbeing, Health &amp; Safety</b><br> | Employees paid equal to minimum wage or more than minimum wage | Percentage   | 100     |
|   | Employees trained on health and safety issues.                 | No's   | 11864   |
|   | Lost time injury (LTI) frequency rate for direct workforce     | Total number of lost time injury events x 1,000,000/ total working hours | 0       |
| <b>Diversity, Equity &amp; Inclusion</b><br>     | Women in managerial positions                                  | Percentage   | 15      |
|   | Women employees  | Percentage   | 36      |
|   | Employees from PWD's/Weaker Sections                           | No's   | 8       |
|   | Differently abled employees                                    | Percentage   | 0.0007  |
|   | Women in top executive positions (excluding BoD)               | Percentage   | 15      |
| <b>Data Privacy &amp; Security</b><br>           | Security incidents/data breaches                               | No's   | 0       |
|   | Data protection Training                                       | Percentage   | 74.25   |



**Ajit Acharya**

Lead Assessor  
ISOQAR India Pvt. Ltd

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## Certificate of Compliance

This Acknowledges that

### **Tata Elxsi Limited**

ITPB Road, Whitefield, Bangalore 560048

Has verified and Validated

Environmental, Social, Business Excellence  
and Governance related KPI's  
for the year 2022-23



Signed By:  
ISOQAR INDIA PRIVATE LIMITED

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