

September 8, 2025

To
BSE Limited
Phiroze Jeejeebhoy Towers,
Dalal Street, Mumbai- 400001.
Scrip Code: 512038

Sub.: Business Responsibility and Sustainability Report for the financial year 2024-25 - Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015.

Dear Sir/Ma'am,

In terms of the requirements of Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, please find enclosed herewith the Business Responsibility and Sustainability Report (BRSR) for the Financial Year 2024-25. The BRSR also forms the part of the Integrated Annual Report for the Financial Year 2024-25, submitted to the stock exchanges vide letter dated 8th September, 2025.

The above information is also available on the website of the Company at www.tccltd.in.

Kindly take the same on records.

Thanking You,
For TCC Concept Limited

Isha Arora
Company Secretary and Compliance Officer

Encl.: As Above.

TCC Concept Limited

Regd. Office: 5th Floor, VB Capitol Building, Range Hill Road, Opp. Hotel Symphony, Bhoslenagar, Shivajinagar,
Pune-411007 | CIN: L68200PN1984PLC222140 | Tel.: 020 2952 0104
Email Id: compliance@tccltd.in | Website: www.tccltd.in

Business Responsibility & Sustainability Reporting

ABOUT THE COMPANY

TCC Concept Limited, is a dynamic and technology driven company specializing in advanced solutions for the commercial real estate sector in India. Established in 1984 and headquartered in India, TCC Concept Limited has rapidly emerged as one of the fastest-growing flexible office space aggregators in the country.

The company leverages cutting edge Artificial Intelligence (AI) and Machine Learning technologies to streamline and automate the entire commercial property evaluation, listing, and transaction processes. This innovative approach enables seamless integration and comprehensive services for both seekers and owners of commercial office spaces, regardless of size or functionality.

TCC Concept Limited operates through its subsidiaries, including Brantford Limited, which focuses on real estate aggregation and distribution, and AltRr Software Services Limited, which pioneers AI-powered real estate platforms that enhance lead generation, customer engagement, and data analytics for the real estate ecosystem and NES Data Private Limited, which owns and operates Data Centre infrastructure.

Vision and Mission

TCC Concept Limited is committed to being a catalyst for transformative growth by pioneering innovative business models that empower organizations to thrive in dynamic environments. The company's mission centres on revolutionizing business growth through continuous development of cutting-edge concepts, delivering strategic frameworks that adapt to evolving market trends, and fostering a global community of agile, sustainable enterprises positioned for long-term success.

ESG and Sustainability

TCC Concept Limited is committed to integrating sustainability and ESG (Environmental, Social, and Governance) principles across all aspects of its business operations. The company prioritizes long-term value creation over short-term gains, with a strategic vision centred on sustainable growth and environmental and social responsibility.

Innovation and operational efficiency are pursued not just for profitability, but to align with sustainability goals and reduce environmental impact.

Each subsidiary, including Brantford Limited, AltRr Software Services Limited, and NES Data Private Limited plays a role in advancing the group's sustainability agenda and contributing to a connected, sustainable future. Looking ahead, the company remains focused on being a catalyst for transformative, sustainable growth, aiming to set industry benchmarks in ESG and sustainability initiatives.

SECTION A	▶ GENERAL DISCLOSURES	71
SECTION B	▶ MANAGEMENT AND PROCESS DISCLOSURES	78
SECTION C	▶ PRINCIPLE WISE PERFORMANCE DISCLOSURE	80
PRINCIPLE 1	▶ BUSINESSES SHOULD CONDUCT AND GOVERN THEMSELVES WITH INTEGRITY, AND IN A MANNER THAT IS ETHICAL, TRANSPARENT AND ACCOUNTABLE	80
	▶ ESSENTIAL INDICATORS	80
PRINCIPLE 2	▶ BUSINESSES SHOULD PROVIDE GOODS AND SERVICES IN A MANNER THAT IS SUSTAINABLE AND SAFE	82
	▶ ESSENTIAL INDICATORS	82
PRINCIPLE 3	▶ BUSINESSES SHOULD RESPECT AND PROMOTE THE WELL-BEING OF ALL EMPLOYEES, INCLUDING THOSE IN THEIR VALUE CHAINS	83
	▶ ESSENTIAL INDICATORS	83
PRINCIPLE 4	▶ BUSINESSES SHOULD RESPECT THE INTERESTS OF AND BE RESPONSIVE TO ALL ITS STAKEHOLDERS	88
	▶ ESSENTIAL INDICATORS	88
PRINCIPLE 5	▶ BUSINESSES SHOULD RESPECT AND PROMOTE HUMAN RIGHTS	89
	▶ ESSENTIAL INDICATORS	89

PRINCIPLE 6	▶	BUSINESSES SHOULD RESPECT AND MAKE EFFORTS TO PROTECT AND RESTORE THE ENVIRONMENT	91
		ESSENTIAL INDICATORS	91
PRINCIPLE 7	▶	BUSINESSES, WHEN ENGAGING IN INFLUENCING PUBLIC AND REGULATORY POLICY, SHOULD DO SO IN A MANNER THAT IS RESPONSIBLE AND TRANSPARENT	95
		ESSENTIAL INDICATORS	95
PRINCIPLE 8	▶	BUSINESSES SHOULD PROMOTE INCLUSIVE GROWTH AND EQUITABLE DEVELOPMENT	95
		ESSENTIAL INDICATORS	95
PRINCIPLE 9	▶	BUSINESSES SHOULD ENGAGE WITH AND PROVIDE VALUE TO THEIR CONSUMERS IN A RESPONSIBLE MANNER	96
		ESSENTIAL INDICATORS	96

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1	Corporate Identity Number (CIN) of the Listed Entity	L68200PN1984PLC222140
2	Name of the Listed Entity	TCC Concept Limited
3	Year of incorporation	1984
4	Registered office address	5th Floor, VB Capitol Building, Range Hill Road, Opp. Hotel Symphony, Bhoslenagar, Shivajinagar, Aundh, Pune, Haveli, Maharashtra, India, 411007
5	Corporate address	5th Floor, VB Capitol Building, Range Hill Road, Opp. Hotel Symphony, Bhoslenagar, Shivajinagar, Aundh, Pune, Haveli, Maharashtra, India, 411007
6	E-mail	compliance@tccltd.in
7	Telephone	020 2952 0104
8	Website	https://tccltd.in/
9	Financial year for which reporting is being done	FY 2024-2025
10	Name of the Stock Exchange(s) where shares are listed	BSE Limited (BSE)
11	Paid-up Capital	₹ 35,67,25,080
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Mr. Umesh Kumar Sahay Tel.: 020 2952 0104 Email Id: compliance@tccltd.in
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)	Consolidated
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):

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Brokerage & Other Services	Real Estate Brokerage Services and related Consultancy Services	67%
2	Information Technology Services	Business of providing, conceiving, developing, operating, licensing, marketing & distribution of business solution program, software using technology or otherwise & provider of information, analytics, consulting & marketing services in the real estate sector	14%
3	Rental and Leasing of Equipment	Business of Asset renting on lease or commission basis	19%

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

S. No.	Product/Service	NIC Code	% of total Turnover contribute
1	Brokerage & Other Services	74909	67%
2	Information Technology Services	62099	14%
3	Rental and Leasing of Equipment	68100	19%

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	2	3
International	Nil	Nil	Nil

19. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	2 (Maharashtra, Gujarat)
International (No. of Countries)	Nil

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

Not Applicable.

c. A brief on types of customers

TCC Concept Limited through Brantford Limited serves corporate clients from the IT/ITES/BPO/KPO sectors, typically comprising mid to senior-level professionals, consulting firms, or design-focused service organizations seeking modern workspace solutions.

AltRr Software Services Limited serves real estate professionals including brokers, builders, and institutional investors actively engaged in property development, transactions, and investment opportunities across commercial and residential sectors. Brantford Limited serves corporate clients from Flex Office and Office Infrastructure Sector by leasing assets to them.

NES Data Pvt Ltd serves clients from various sectors particularly which are engaged in heavy use of data, either as a cloud service providers or as direct users of such data, by providing them data centre infrastructure to host their data under colocation services.

IV. Employees

20. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. C	% (C / A)
EMPLOYEES						
1	Permanent (D)	59	38	64.41%	21	35.59%
2	Other than Permanent (E)	-	-	-	-	-
3	Total employees (D + E)	59	38	64.41%	21	35.59%
WORKERS						
4	Permanent (F)	-	-	-	-	-
5	Other than Permanent (G)	24	14	58.33%	10	41.67%
6	Total workers (F + G)	24	14	58.33%	10	41.67%

b. Differently abled Employees and workers:

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. C	% (C / A)
DIFFERENTLY ABLED EMPLOYEES						
1	Permanent(D)					
2	Other than Permanent (E)			-		
3	Total employees (D+E)					
DIFFERENTLY ABLED WORKER						
4	Permanent(F)					
5	Other than Permanent (G)			-		
6	Total workers (F + G)					

21. Participation/Inclusion/Representation of women

Particulars	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	6	1	16.67%
Key Management Personnel	2	1	50%

22. Turnover rate for permanent employees and workers

Particulars	FY - 2024-2025 (Turnover rate in current FY)			FY - 2023-2024 (Turnover rate in previous FY)			FY - 2022-2023 (Turnover rate in the year prior to previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	49.06%	58.54%	53.19%	As this financial year (FY 2024) is the first year of BRSR Reporting – Data is not available					
Permanent Workers	-	-	-						

V. Holding, Subsidiary and Associate Companies (including joint ventures)**23. (a) Holding Subsidiary and Associate Companies (including joint ventures)**

S. 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	Brantford Limited	Wholly owned Subsidiary	100%	Yes
2	Synthar Data Storage Private Limited (Formerly known as EMF Clinic Private Limited)	Wholly owned Subsidiary	100%	Yes
3	AltRr Software Services Limited	Wholly owned Subsidiary	100%	Yes
4	NES Data Private Limited	Wholly owned Subsidiary	98.78%	Yes

VI. CSR Details**24. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No)- No***

*CSR is not applicable on the Company on standalone basis as per the Companies Act, 2013.

VII. Transparency and Disclosure 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	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2024-2025		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes	-	-	Our Organisation wherever needed is engaging with neighboring community via a register for receiving feedback from them.
Investors (other than shareholders)	Yes	-	-	-
Shareholders	Yes	-	-	-
Employees and workers	Yes	-	-	-
Customers	Yes	-	-	-
Value Chain Partners	Yes	-	-	-
Others (please specify)	Not Applicable	Not Applicable	Not Applicable	Not Applicable

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

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of (R/O) (Indicate positive or negative implications)
1	Regulatory Compliance	Risk	Operating in real estate and tech sectors requires adherence to diverse regulations; non-compliance can lead to sanctions.	TCC Concept Limited is committed to maintaining the desired regulatory compliance levels via a dedicated compliance team for continuous monitoring of regulatory changes, and staff training programs. TCC Concept Limited continues to assess the exposure through consultants by conducting regular audits and working corrective action plans on observations (if any).	Negative
2	Environmental Impact of Operations	Risk	The Real estate sector activities contribute to environmental concerns; stakeholders expect sustainable practices. This can lead to increased costs and potential stakeholder criticism.	TCC Concept Limited is committed to implementing green practices, energy-efficient operations, and is focused on pursuing relevant environmental certifications. The company also has invested in energy efficient practices and is committed to integrating more and more renewable energy sources in its operations.	Negative
3	Client Trust and Transparency	Opportunity	TCC Concept Limited focuses on building trust through transparent operations and communications to enhance client relationships. TCC Concept Limited maintains open communication channels, provides clear information on services and pricing, and addresses client concerns promptly. This will result in improved client retention and brand loyalty.		Positive

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of (R/O) (Indicate positive or negative implications)
4	Data Privacy and Cybersecurity	Risk	Handling sensitive client and transaction data across AI platforms like TryThat.ai exposes the company to cyber threats and potential data breaches.	TCC Concept Limited implements robust cybersecurity measures and policy in place. The company conducts regular audits and ensures compliance with data protection regulations.	Negative
5	Human Rights	Risk	Ensuring adherence to human rights throughout all operations and preventing any form of exploitation is paramount to the Company. Non-compliance with human rights standards damages the Company's reputation.	The Company upholds and respects the fundamental human rights of its employees, customers, and stakeholders. It is committed to fostering an inclusive and diverse work environment that promotes equality, non-discrimination, and fair treatment for all. Furthermore, the Company's Prevention of Sexual Harassment (POSH) policy and whistleblower policy provide protection to complainants and offer guidance on raising concerns regarding misconduct and ill-treatment.	Negative
6	Social Equity in access to real estate and technology	Opportunity	Expanding services to underserved communities aligns with social responsibility goals. The company can develop affordable service offerings, engage in community outreach, and tailor services to diverse client needs. This can create a significant positive social impact.		Positive

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of (R/O) (Indicate positive or negative implications)
7	Talent Acquisition and Retention	Risk/ Opportunity	<p>Attracting and retaining skilled professionals is crucial for innovation and service quality.</p> <p>High cost of expertise and its retention can affect the company negatively.</p>	TCC Concept Limited offers competitive compensation, career development opportunities, such as training, and skill upgradation education. TCC Concept Limited also fosters an inclusive workplace culture.	Negative
8	Value chain risk management	Risk	<p>Dependence on external vendors for services can introduce operational and compliance risks.</p> <p>Which can lead to penalties, corrective action and reputation damage vicariously.</p>	TCC Concept Limited conduct thorough due diligence, establish clear contracts, and monitors vendor performance regularly.	Negative
9	Data Capitalization and Market Intelligence	Opportunity	<p>TCC Concept Limited holds rich market intelligence on rents, occupancy, and tenant behaviour valuable for landlords and investors.</p> <p>These insights can be leveraged to build subscription-based market insight tools, benchmarking reports, or API access for institutional clients.</p> <p>Which will create non-transactional revenue streams and IP assets.</p>		Positive
10	Digital Transformation	Opportunity	<p>Leveraging AI and machine learning enhances service offerings and operational efficiency. Investing in R&D to integrate advanced technologies into services and foster a culture of innovation. This will improve and streamline the company's governance and compliance.</p>		Positive

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 Question		P1	P2	P3	P4	P5	P6	P7	P8	P9
1. 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.	The mandatory policies are available at https://tccltd.in/investor-relations/policies/								
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?	No	No	No	No	No	No	No	No	No
4.	Name of the national and international codes/ certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	No	No	No	No	No	No	No	No	No
5.	Specific commitments, goals and targets set by the entity with defined timelines, if any.	As this is our base year, we are actively implementing processes to establish baseline data for key material issues. We are committed to identifying specific goals and targets through ongoing data collection, stakeholder consultation, and risk assessment. These targets, along with defined timelines, will be set and disclosed in subsequent reporting years to ensure meaningful progress and accountability.								
6.	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	Not Applicable as we at TCC Concept Limited are reporting for the first time this financial year (2024 - 2025)								
Governance, leadership and oversight										
7	Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)	TCC Concept Limited remains steadfast in its commitment to responsible business practices, as reflected in our Business Responsibility and Sustainability Report (BRSR) for FY 2024-25. We recognize that integrating Environmental, Social, and Governance (ESG) priorities is essential for long-term value creation and for meeting the expectations of our stakeholders in a rapidly evolving business landscape. Key Achievements/ Highlights: <ul style="list-style-type: none">ESG Integration - TCC Concept Limited has systematically embedded ESG considerations into its operational and strategic frameworks. We have adopted transparent policies and robust risk management mechanisms to identify and address ESG-related risks and opportunities across our value chain.Environmental Stewardship - The company has taken measurable steps to reduce its environmental footprint, including initiatives for energy conservation, waste management, and water efficiency. For example, we have prepared roadmap for implementing various initiatives like - Switching to LED sensor lightning; Installation of Water saving shower flow aerators; Reduce single use plastic – Maximizing Recycling; Composting; Site Waste Management Plan (SWMP) - identifying, segregating, & tracking different waste streams to maximize recycling opportunities at our facilities and promoting the use of renewable resources (green energy) wherever feasible.								

Disclosure Question	P1	P2	P3	P4	P5	P6	P7	P8	P9
	<ul style="list-style-type: none"> Social Responsibility - TCC Concept Limited continues to invest in employee well-being, safety, and skill development. We have strengthened our community outreach programs, supporting education and health initiatives in the regions where we operate. Governance Excellence: Our governance practices are anchored in ethical conduct, transparency, and accountability. Regular training and awareness programs ensure that all employees uphold the highest standards of integrity. Under these 3 sessions of ESG training were conducted on 21st Jan 2025, 11th Feb 2025 & 14th Feb 2025 imparting training cumulatively to resources of various verticals. <p>Future Targets</p> <p>By aligning our ESG approach with TCC Concept Limited's core values and business philosophy, we reaffirm our commitment to sustainable growth and responsible value creation for all stakeholders. We remain dedicated to continuous improvement, transparent disclosure, and proactive engagement as we navigate the ESG challenges and opportunities ahead.</p> <p>We have set following realistic and practical targets under Water Management & Consumption, Energy Consumption and Waste management:</p> <p>Set a goal of reducing Energy Consumption by 10%</p> <p>Set a goal of reducing water consumption by 10%</p> <p>Set a goal of reducing waste generation and ending in landfill by 20%</p>								
8	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (i.e.). Mr. Nikhil Dilipbhai Bhuta DIN - 02111646 Tel.: 020 2952 0104 Email Id: nikhil.bhuta@tccltd.in								
9	Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details. Yes - Nikhil Dilipbhai Bhuta is a whole-time director who is responsible for implementing ESG measures at the company.								

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	Board of Directors and its Committee									Annual Basis								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Board of Directors and its Committee									Annual Basis								

11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency?

(Yes/No). If yes, provide name of the agency.

Principles	P1	P2	P3	P4	P5	P6	P7	P8	P9
	No								

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

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

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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 the awareness programmes
Board of Directors/ Key Managerial Personnel	2	<ul style="list-style-type: none"> Corporate Governance (Part 1 & 2) 	100%
Employees other than BoD and KMPs	5	<ul style="list-style-type: none"> Enhance You Presentation Skills Proactive communication Financials Preparation tools Introductory session on ESG 	37.29%
Workers	2	<ul style="list-style-type: none"> 5 S Personal Safety at Workplace 	90%

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):

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		Not Applicable		
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)
Penalty/ Fine				
Settlement			Not Applicable	
Compounding fee				

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

TCC Concept Limited's Anti-Bribery and Anti-Corruption Policy aligns with SEBI's BRSR Principle 1, ensuring ethical operations and compliance with anti-bribery laws. This policy applies to all employees, contract workers, vendors, suppliers, business partners, consultants, and trainees.

TCC Concept Limited maintains a zero-tolerance approach to bribery and corruption, strictly prohibiting unethical payments and ensuring adherence to all relevant laws. Offering, accepting, or soliciting anything of value to influence decisions or gain improper advantages is forbidden. Employees and their families must not exchange gifts or payments with business partners, competitors, or vendors. Bribes cannot be disguised as gifts under any circumstances.

<https://tccltd.in/investor-relations/policies/>

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

	FY 2024-2025	FY 2023-2024
Directors	Nil	Not Applicable- As this financial year (FY 2024)
KMPs	Nil	is the first year of BRSR
Employees	Nil	Reporting for TCC
Workers (Ash)	Nil	Concept Limited

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

Particulars	FY 2024-2025		FY 2023-2024	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	Nil		
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	Nil		Not Applicable - As this financial year (FY 2024) is the first year of BRSR Reporting for TCC Concept Limited

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

Not applicable

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

	FY 2024-2025	FY 2023-2024
Number of days of accounts payables	30	Not Applicable

9. Open-ness of business:

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

			Rs. in Lakhs
Parameter	Metrics	FY 2024-2025	FY 2023-2024
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	-	Not Applicable - As this financial year (FY 2024) is the first year of BRSR Reporting for TCC Concept Limited
	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	-	
	b. Number of dealers / distributors to whom sales are made		
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors		
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	81.64%	
	b. Sales (Sales to related parties / Total Sales)	41.97%	
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	84.43%	
	d. Investments (Investments in related parties / Total Investments made)	-	

PRINCIPLE 2

BUSINESSES SHOULD PROVIDE GOODS AND SERVICES IN A MANNER THAT IS SUSTAINABLE AND SAFE



ESSENTIAL INDICATORS

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

	FY 2024-2025	FY 2023-2024	Details of improvements in environmental and social impacts
R&D	-	Not Applicable	Not Applicable
Capex	-	Not Applicable	Not Applicable

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

Aligned with SEBI's BRSR Principle 2, TCC Concept Limited is committed to implementation of various sustainable practices in running their business activities like Data-centre leasing activities, Brokerage facilities, IT services offered from their premises, focusing on environmental impact and social responsibility. They have a policy which applies to all suppliers, covering sourcing, energy use, waste management, emissions control, packaging disposal, water conservation, and compliance with international standards like ISO 9001, ISO 14001, and ISO 45001.

1. We shall be promoting environmentally responsible practices across all operations by reducing emissions and optimizing resource use.
2. Collaborating with suppliers to ensure alignment with sustainability goals through responsible sourcing and waste management.
3. Ensuring adherence to all relevant environmental regulations at national and local levels.
4. Fostering a culture of social responsibility by supporting employee welfare and community engagement initiatives.

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

As this is our first year of reporting, we are currently in the process of assessing our vendors, based on which we will be able to measure and monitor the percentage of inputs sourced sustainably.

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

Under the waste management policy at TCC Concept Limited our key objectives are as follows:

- Complying with all relevant national, regional, and local waste management regulations.
- Implementing the 6R principles (Refuse, Reduce, Reuse, Recycle, Recover, Responsible Disposal) to manage waste effectively.
- Striving for zero waste to landfill certifications wherever feasible.
- Eliminating Single Use Plastics (SUP) from all operations.
- Incorporating circular economy principles to minimize waste sent for disposal.
- Setting measurable targets for waste reduction, recycling, and reuse, and regularly monitor progress.
- Practicing segregation of relevant waste (e.g. Food waste) at required locations.
- Training employees on the correct, proper & responsible handling procedures / methods and disposal of various waste types, including wood waste, plastics, and packaging materials.
- Promoting the use of recycled and reusable materials in our operations and sites.
- Collaborating with external stakeholders to enhance sustainable waste management practices.
- Raising awareness of sustainable waste management among employees and external partners.

For E-waste and Hazardous waste disposal - it shall be sent to the Registered Recyclers / Waste Collectors. Statutory docs (Manifests) shall be maintained for showcasing that the correct and legal method of disposal is adhered to.

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.

Not Applicable.

PRINCIPLE 3

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



ESSENTIAL INDICATORS

1. a. Details of measures for the well-being of employees

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		No. (B)	% (B / A)	No. (C)	% (C / A)	No. (D)	% (D / A)	No. (E)	% (E / A)	No. (F)	% (F / A)
Permanent employees											
Male	38	38	100%	NA	NA	-	-	38	100%	NA	NA
Female	21	21	100%	NA	NA	21	100%	-	-	NA	NA
Total	59	59	100%	NA	NA	21	36%	38	64%	NA	NA
Other than Permanent employees											
Male											
Female											
Total											

*NA – Not Applicable

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

	% of workers covered by										
Category	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		No. (B)	% (B / A)	No. (C)	% (C / A)	No. (D)	% (D / A)	No. (E)	% (E / A)	No. (F)	% (F / A)
Permanent workers											
Male											
Female	Not Applicable										
Total											
Other than Permanent Workers											
Male											
Female	Not Available										
Total											

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

	FY 2024-2025	FY 2023-2024
Cost incurred on well-being measures as a % of total revenue of the company	0.02%	Not Applicable

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

Benefits	FY 2024-2025			FY 2023-2024		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%		Yes	Not Applicable - As this financial year (FY 2024) is the first year of BRSR Reporting for TCC Concept Limited		
Gratuity	100%	Data not available	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.

TCC Concept Limited Group of Companies has most of the offices / sites on leased properties which are under the Landlord and hence our company does not have the direct access to modify the access and make them more accessible to differently abled. We at our organization are trying to reach out to and sensitize the Landlord and make these accessible for differently abled.

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.

Equal Opportunity policy has been included in the TCC Concept Limited employee Handbook - excerpt of same is attached below:

- Equal opportunity

TCC Concept Limited provides an equal opportunity for employment with no discrimination on the grounds of race, caste, religion, colour, marital status, gender, nationality, age, ethnicity, sexual orientation, and disability.

It shall be the responsibility of the company and employees alike to maintain an environment devoid of prejudices.

Standard Operating Procedure (SOP) for Recruitment & Selection also includes adherence to equal opportunity guidelines

Weblink of the policy: <https://tccltd.in/investor-relations/policies/>

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%	NA	Not Applicable	
Female	100%	NA		
Total	100%	NA		

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

	Yes/No (If Yes, then give details of the mechanism in brief)	
	Return to work rate	Retention rate
Permanent Workers	NA	Yes, the company has a grievance mechanism for permanent employees: <ul style="list-style-type: none"> Issues can be raised informally with managers or formally in writing to HR. HR acknowledges, investigates, and resolves grievances confidentially within set timelines. A non-retaliation policy protects employees, and an appeals Committee handles unresolved cases to ensure fairness.
Other than Permanent Workers	NA	
Permanent Employees	Yes	
Other than Permanent Employees	NA	

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

Category	FY 2024-2025			FY 2023-2024		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D / C)
Total Permanent Employees	Not Applicable - No union			Not Applicable - As this financial year (FY 2024) is the first year of BRSR Reporting for TCC Concept Limited		
Male						
Female						
Total Permanent Workers	Not Applicable - No union			Not Applicable - As this financial year (FY 2024) is the first year of BRSR Reporting for TCC Concept Limited		
Male						
Female						

8. Details of training given to employees and workers

	FY 2024-2025					FY 2023-2024				
	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						Not applicable - As this financial year (FY 2024) is the first year of BRSR Reporting for TCC Concept Limited				
Male	38	38	100%	14	36.84%					
Female	21	21	100%	8	38.10%					
Total	59	59	100%	22	37.29%					
Workers						Not applicable - As this financial year (FY 2024) is the first year of BRSR Reporting for TCC Concept Limited				
Male	14	14	100%	-	-					
Female	10	10	100%	-	-					
Total	24	24	100%	-	-					

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

We are in process of developing of KRA's and KPI's in a standardized manner for all employees and capture all these. In forthcoming years, we will be able to review that better

We have employed a new platform for recording and setting up of these distinct goals and tracking them via self and Managerial both

Category	FY 2024-2025			FY 2023-2024		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees						
Male	Not available			Not Applicable - As this financial year (FY 2024) is the first year of BRSR Reporting for TCC Concept Limited		
Female						
Total						
Workers						
Male	Not available			Not Applicable- As this financial year (FY 2024) is the first year of BRSR Reporting for TCC Concept Limited		
Female						
Total						

10. Health and safety management system:

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

Yes, TCC Concept Limited 's Environment and Health Safety (EHS) Policy reflects our commitment to sustainability and ESG principles, aiming to reduce our environmental impact and promote safety. This policy applies to all employees, contractors, and visitors across TCC Concept Limited 's operations, ensuring a commitment to safety and sustainability in all activities. It encompasses all operations and services provided by the company, addressing environmental impacts, waste management, and resource conservation to ensure the well-being of all stakeholders.

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

The Company prioritizes a safe work environment. We achieve this through a systematic risk management program that includes hazard identification (HIRA), regular workplace monitoring, and audits. This approach, combined with employee training, significantly reduces the risk of accidents and occupational health hazards.

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

Yes

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

Not Applicable

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

Safety Incident/Number	Category	FY 2024-2025	FY 2023-2024
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	-	Not Applicable - As this financial year (FY 2024) is the first year of BRSR Reporting for TCC Concept Limited
	Workers	-	
Total recordable work-related injuries	Employees	-	
	Workers	-	
No. of fatalities	Employees	-	
	Workers	-	
High consequence work-related injury or ill-health (excluding fatalities)	Employees	-	
	Workers	-	

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

The company ensures a safe and healthy workplace by implementing our comprehensive Environment and Health Safety (EHS) Policy, which reflects our commitment to sustainability and ESG principles, aiming to reduce our environmental impact and promote safety. This policy applies to all employees, contractors, and visitors across TCC Concept Limited 's operations, ensuring a commitment to safety and sustainability in all workplaces. Measures also include conducting regular audits, safety drills, and providing tailored training to all employees. All the workers are given safety related trainings such as, 5S and use of PPE.

We promote a culture of safety through continuous monitoring, stakeholder engagement, and transparent reporting, ensuring compliance with legal and ethical standards.

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

	FY 2024-2025			FY 2023-2024		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	-	-	-	Not Applicable - As this financial year (FY 2024) is the first year of BRSR Reporting for TCC Concept Limited		
Health & Safety	-	-	-			

14. Assessments for the year:

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

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

Not Applicable

PRINCIPLE 4

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



ESSENTIAL INDICATORS

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

TCC Concept Limited has deployed a robust stakeholder engagement process by carefully identifying critical stakeholder groups. This involves evaluating each group's impact on the company's ability to create value and, conversely, the company's influence on their interests. Through this detailed assessment, TCC Concept Limited engages with a diverse array/list of internal and external stakeholders, including employees, customers, suppliers, channel partners, communities, and investors.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement'
Shareholders	No	Email, Website, Annual General Meetings, Quarterly Results, Annual Report, Information to Stock Exchange	As per statutory requirement or as and when required	Long Term Value creation Transparency Good Governance High Reputation & Brand Image
Communities and NGOs	No	Meetings & Visits	Need basis	Education, Empowerment etc.
Customers	No	Video Conferencing Emails Site visit	Need basis	Competitive Cost Transparency in disclosure
Regulators	No	E-Mail & Personal Meetings	Need basis	Information & Statutory Approvals.
Employees	No	Email, Notice Board, Website, Others	As and when required	Employee Feedback
Channel Partners and Key partners	No			Product Quality Cost Timely delivery On time payment Ethical behaviour Upcoming technologies or equipment High Reputation & Brand Image

PRINCIPLE 5

BUSINESSES SHOULD RESPECT AND PROMOTE HUMAN RIGHTS



ESSENTIAL INDICATORS

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

Category	FY 2024-2025			FY 2023-2024		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
Employees						
Permanent	59	59	100%	Not Applicable - As this financial year (FY 2024) is the first year of BRSR Reporting for TCC Concept Limited		
Other than permanent		Not Applicable				
Total Employees	59	59	100%			
Workers						
Permanent				Data not available		
Other than permanent						
Total Workers						

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

Category	FY 2024-2025					FY 2023-2024				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E/D)	No. (F)	% (F/D)
	Employees					Not Applicable - As this financial year (FY 2024) is the first year of BRSR Reporting for TCC Concept Limited				
Permanent	59	-	-	59	100%					
Male	38	-	-	38	100%					
Female	21	-	-	21	100%					
Other than Permanent	Not Applicable									
Male										
Female										
	Workers					Data not available				
Permanent										
Male										
Female										
Other than Permanent										
Permanent										
Male										
Female										

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

	Male		Female	
	Number	Median remuneration / salary / wages of respective category	Number	Median remuneration / salary / wages of respective category
Board of Directors (BoD)	3*	2,30,00,000	-	-
Key Managerial Personnel	1	36,00,900	1	2,40,000

	Male		Female	
	Number	Median remuneration / salary / wages of respective category	Number	Median remuneration / salary / wages of respective category
Employees other than BOD and KMP	37	6,50,904	20	3,61,260
Workers		Data not available		

Note: * Median remuneration of BoD has been calculated on standalone basis for TCC Concept Limited and it is exclusive of independent directors.

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

	FY 2024-2025	FY 2023-2024
Gross Wages paid to females as % of total wages	23.04%	NA

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 - We do have Committee - POSH / Grievance Redressal Committees wherein the human rights issues are also addressed

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

The Company's Whistle-blower Policy provides a confidential and unbiased avenue for employees to report suspected misconduct. All complaints, referred to as "Reportable Matters," are directed to the Audit Committee, which ensures a comprehensive investigation in an unbiased manner. Based on the findings, the Committee recommends suitable disciplinary actions to address any confirmed issues.

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

	FY 2024-2025			FY 2023-2024		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	-	-	-	Not Applicable - As this financial year (FY 2024) is the first year of BRSR Reporting for TCC Concept Limited		
Discrimination at workplace	-	-	-			
Child Labour	-	-	-			
Forced Labour/Involuntary Labour	-	-	-			
Wages	-	-	-			
Other human rights related issues	-	-	-			

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

	FY 2024-2025	FY 2023-2024
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	-	Not Applicable - As this financial year (FY 2024)
Complaints on POSH as a % of female employees / workers	-	is the first year of BRSR
Complaints on POSH upheld	-	Reporting for TCC Concept Limited

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

Employee Handbook includes the mechanism in place to prevent any adverse consequences to the complainant in discrimination and harassment cases. Refer to the Employee Handbook Page no 58

9. Do human rights requirements form part of your business agreements and contracts?

Yes, human rights requirements are integral to our business agreements and contracts. While we are currently in the process of formally documenting these requirements for our supply chain partners, we already have a Supplier Selection and Management Policy in place. This policy serves as a guiding instrument for our engagement with value chain partners, including suppliers. Moving forward, we will ensure that this process is thoroughly documented.

10. Assessments for the year

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	
Forced/involuntary labour	
Sexual harassment	100% (By Entity)
Discrimination at workplace	
Wages	
Others – please specify	-

The entity conducts regular internal assessments across its operations to ensure compliance with applicable laws and regulations concerning child labour, forced or involuntary labour, sexual harassment, workplace discrimination, and fair wage practices.

11. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 9 above.

Not applicable, as no cases were reported.

PRINCIPLE 6

BUSINESSES SHOULD RESPECT AND MAKE EFFORTS TO PROTECT AND RESTORE THE ENVIRONMENT



ESSENTIAL INDICATORS

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

Parameter	FY 2024-2025	FY 2023-2024
From renewable sources		
Total electricity consumption (A)	-	
Total fuel consumption (B)	-	
Energy consumption through other sources (C)	-	
Total energy consumed from renewable sources (A+B+C)	-	
From non-renewable sources		
Total electricity consumption (D)	1,38,369.6	Not Applicable - As
Total fuel consumption (E)	-	this financial year (FY
Energy consumption through other sources (F)	-	2024) is the first year of
Total energy consumed from non-renewable sources (D+E+F)	1,38,369.6	BRSR Reporting for TCC
Total energy consumed (A+B+C+D+E+F)	1,38,369.6	Concept Limited
Energy intensity per rupee of turnover	0.000166	
(Total energy consumed / Revenue from operations)		
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	0.0034	
Energy intensity in terms of physical output	Not Applicable	
Energy intensity (optional) – the relevant metric may be selected by the entity	Not Applicable	

2. Does the entity have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Y/N) If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any

Not applicable

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

Parameter	FY 2024-2025	FY 2023-2024
Water withdrawal by source (In Kiloliters)		
(i) Surface water	-	Not Applicable - As this financial year (FY 2024) is the first year of BRSR Reporting for TCC Concept Limited
(ii) Groundwater	-	
(iii) Third party water	4,865	
(iv) Seawater / desalinated water	-	
(v) Others	-	
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	4,865	
Total volume of water consumption (in kilolitres)	4,865	
Water intensity per rupee of turnover (Total water consumption / Revenue from operations)	0.0000058	
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	0.00012	
Water intensity in terms of physical output	Not Applicable	
Water intensity (optional) – the relevant metric may be selected by the entity	Not Applicable	

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

4. Provide the following details related to Water Discharged

Parameter	FY 2024-2025	FY 2023-2024
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	-	Not Applicable - As this financial year (FY 2024) is the first year of BRSR Reporting for TCC Concept Limited
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) Sent to third parties – Municipal Corporation		
No treatment		
With treatment – please specify level of treatment		
(v) Others		
No treatment		
With treatment – please specify level of treatment		
Total water discharged (in kilolitres)	4,379	

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

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

No.

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

Parameters	Please specify unit	FY 2024 - 2025	FY 2023 – 2024
NOx	ppm	Data not available	Not Applicable - As this financial year (FY 2024) is the first year of BRSR Reporting for TCC Concept Limited
SOx	ppm		
Particulate Matter (PM)	mg/m3		
Particulate Matter (PM) (PM10)			
Particulate Matter (PM) (PM 2.5)			
Persistent Organic Pollutants (POP)			
Volatile Organic Compounds (VOC)			
Hazardous Air Pollutants (HAP)			
Others – CO	mg/m3		

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.

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

Parameter	Unit	FY 2024-2025	FY 2023-2024
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 tonnes of CO ₂ equivalent	Data not available	
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 tonnes of CO ₂ equivalent	27.48	
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	Metric tonnes of CO ₂ equivalent/ Rs	0.000000033	
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)	Metric tonnes of CO ₂ equivalent/ Rs	0.00000068	Not Applicable - As this financial year (FY 2024) is the first year of BRSR Reporting for TCC Concept Limited
Total Scope 1 and Scope 2 emission intensity in terms of physical output		Not Applicable	
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity		Not Applicable	

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

No, an independent 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.

NA

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

Parameter	FY 2024-2025	FY 2023-2024
Total Waste generated (in metric tonnes)		
Plastic waste (A)	4,868.80	Not Applicable - As this financial year (FY 2024) is the first year of BRSR Reporting for TCC Concept Limited
E-waste (B)	-	
Bio-medical waste (C)	-	
Construction and demolition waste (D)	-	
Battery waste (E)	-	
Radioactive waste (F)	-	
Other Hazardous waste. Please specify, if any. (G)	1,797.16	
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	5,090.76	
Total (A+B + C + D + E + F + G + H)	11,756.72	
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	0.000014	
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	0.00029	
Waste intensity in terms of physical output	Not Applicable	
Waste intensity (optional) – the relevant metric may be selected by the entity	Not Applicable	
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	-	Not Applicable - As this financial year (FY 2024) is the first year of BRSR Reporting for TCC Concept Limited
(ii) Re-used	-	
(iii) Other recovery operations	-	
Total	-	

Parameter	FY 2024-2025	FY 2023-2024
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		Not Applicable - As this
(i) Incineration	-	financial year (FY 2024)
(ii) Landfilling	-	is the first year of BRSR
(iii) Other disposal operations – Municipal Corporation	11,756.72	Reporting for TCC
Total	11,756.72	Concept Limited

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.

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.

The company adopts a comprehensive waste management strategy based on the 6R principles Refuse, Reduce, Reuse, Recycle, Recover, and Responsible Disposal to minimize waste generation and maximize recycling.

- We conduct regular waste assessments and audits, implement strict segregation of hazardous and non-hazardous wastes, and partner with certified recyclers for safe disposal.
- To reduce hazardous and toxic chemicals, we focus on material substitution and process optimization, and train employees in responsible handling and disposal.

Continuous monitoring and measurable targets ensure ongoing improvement and compliance with all regulations.

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

S. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
-	Nil	Nil	Nil

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

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

13. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India, such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder (Y/N). If not, provide details of all such non-compliances, in the following format:

S. 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
Not Applicable				

PRINCIPLE 7

BUSINESSES, WHEN ENGAGING IN INFLUENCING PUBLIC AND REGULATORY POLICY, SHOULD DO SO IN A MANNER THAT IS RESPONSIBLE AND TRANSPARENT



ESSENTIAL INDICATORS

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

The Company is not affiliated with trade and industry chambers/associations.

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

S. No.	Name of Trade and industry chambers/associations	Reach of Trade/Industry
No such affiliations exist for the current financial year 2024–2025.		

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		

PRINCIPLE 8

BUSINESSES SHOULD PROMOTE INCLUSIVE GROWTH AND EQUITABLE DEVELOPMENT



ESSENTIAL INDICATORS

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

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
As per the (Corporate Social Responsibility Policy) Amendment Rules, 2021 - SIA is not applicable to our projects.					

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

Not Applicable

Note: There has been no rehabilitation / resettlement involved at any of our sites / transactions therefore this is Not Applicable

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

We have a robust Grievance redressal mechanism which consists of a sound structured policy, Grievance redressal committee and various grievance raising channel.

Various ways of raising a grievance is via various channels like -

1. Online Complaint Form: Submitting a complaint via a secure online form on our website (mention website link); or
2. Email: Sending an email to a designated GRC email address (mention email address); or
3. Hotline: Calling a toll-free hotline number to report a grievance anonymously (mention helpline); or
4. Written Complaint: Submitting a written complaint addressed to the GRC via internal mail or post (mention email ID and postal address); or
5. In-Person Complaint: Reporting a grievance directly to a member of the GRC or relevant department representative.

All reporting channels are accessible and user-friendly, with clear instructions on how to file a complaint. Information on available reporting channels is readily available through company websites, employee handbooks, supplier contracts, and signage at workplaces. The GRC ensures that access to these reporting channels is in both English/ Hindi or any other vernacular language applicable if the Stakeholder is a Worker or person from vulnerable/ marginalised group.

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

	FY 2024-2025	FY 2023-2024
Directly sourced from MSMEs/small producers	82%	Not Applicable - As
Directly from within India	100%	this financial year (FY 2024) is the first year of BRSR Reporting for TCC Concept Limited

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

Location	FY 2024-2025	FY 2023-2024
Rural	-	Not Applicable - As
Semi-urban	-	this financial year (FY
Urban	-	2024) is the first year of
Metropolitan	100%	BRSR Reporting for TCC Concept Limited

PRINCIPLE 9

BUSINESSES SHOULD ENGAGE WITH AND PROVIDE VALUE TO THEIR CONSUMERS IN A RESPONSIBLE MANNER



ESSENTIAL INDICATORS

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

Under our 'Customer Sustainability Policy' we at TCC Concept Limited have ensured that all customer-facing activities adhere to the highest standards of ethical conduct, transparency, and compliance

We have established centralized feedback platform/channel accessible across all business lines for customers to provide feedback or file grievances regarding sustainability practices, ensuring a transparent and responsive process for customer concerns via a dedicated email / dedicated department and resources of CRM (Client / Customer Relation Management)

We have a robust monitoring system to track compliance with the customer sustainability policy, ensuring transparent reporting on key sustainability metrics to demonstrate progress and identify areas for improvement.

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

	As a percentage to total turnover
Environmental and social parameters relevant to the product	0%
Safe and Responsible usage	100%
Recycling and/or safe disposal	0%

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

	FY 2024-2025		Remarks	FY 2023-2024		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	-	-	-	Not Applicable - As this financial year (FY 2024) is the first year of BRSR Reporting for TCC Concept Limited		
Advertising	-	-	-			
Cyber-security	-	-	-			
Delivery of essential services	-	-	-			
Restrictive Trade Practices	-	-	-			
Unfair Trade Practices	-	-	-			
Other	-	-	-			

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

S. No.	Number	Reason for recall
Voluntary Recalls	-	Not Applicable
Forced Recalls	-	Not Applicable

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

The TCC Concept Limited Group Cybersecurity Policy aims to protect digital assets, ensure data integrity, and maintain business continuity. It establishes a framework for safeguarding critical information, mitigating cyber threats, and preparing for IT disruptions. This policy applies to all business aspects, including.

1. All IT systems, data, and cybersecurity practices across Group.
2. Internal and external threats affecting business applications, data storage, and communication networks.
3. Includes Co-Workspace Management, Facility Management, Turnkey Project Management, Furniture Manufacturing, and Real Estate.
4. Protects IT systems (hardware/software) and data processes (collection, storage, transmission).
5. Extends to third-party vendors and external partners.
6. Applies to employees, contractors, and personnel with access to IT systems.

Weblink: <https://tccltd.in/investor-relations/policies/>

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 - 0
- b. Percentage of data breaches involving personally identifiable information of customers - 0
- c. Impact, if any, of the data breaches - NIL

Designated email IDs have been assigned for reporting breaches (if any) across all sites on a Pan-India basis. These reports are then centrally escalated to the IT department for further action.

TCC Concept Limited

Sustainability Report- FY 2024-25

About the Report

This Sustainability Report for TCC Concept Limited presents a comprehensive account of our environmental, social, and governance (ESG) practices and performance during the financial year 2024–25, covering the period from April 1, 2024 to March 31, 2025. It has been prepared in alignment with the SEBI-mandated Business Responsibility and Sustainability Report (BRSR) framework. The scope of this report includes all operational entities under TCC Concept Limited, including Brantford Limited, AltRr Software Services Limited (Try that.ai), NES Data Private Limited, and Synthar Data Storage Private Limited (Formerly known as EMF Clinic Private Limited), ensuring a consolidated view of our impact and performance.

This report is intended to provide transparency to our stakeholders—investors, customers, employees, suppliers, regulatory bodies, and communities—regarding our ESG priorities, progress, and long-term commitments. Throughout this report, we demonstrate how our sustainability principles are embedded into our core operations and decision-making processes. We have also included detailed metrics and charts that allow our stakeholders to evaluate our performance with clarity and confidence.

Corporate Overview

Founded on the principles of innovation and sustainable transformation, TCC Concept Limited has grown to become a leading technology-driven real estate solutions provider in India. Our operations span across high-impact sectors, including commercial workspaces, real estate data analytics, and Tier III/IV data centers, serving enterprise clients and small businesses alike.

Our flagship business, TCC Concept Limited (on a standalone basis), is a premier workspace aggregation platform that enables efficient real estate leasing and transactions. Brantford Limited is engaged in asset leasing services to commercial office operators. AltRr Software Services Limited powers our digital infrastructure, offering AI-enabled data analytical platform, namely TryThat.ai to optimize space utilization, streamline property discovery, and integrate vendor services. NES Data Private Limited, our data center subsidiary, manages mission-critical colocation and server infrastructure, with a focus on high energy efficiency and uptime performance.

With a strong workforce, our presence continues to grow in key metropolitan and Tier-2 cities. Our governance structure is underpinned by a diverse board and a dedicated ESG committee. At the core of TCC Concept Limited's operations lies a strong commitment to sustainability, which influences every strategic and operational decision we make.

Sustainability Strategy

Sustainability is not an adjunct to our business strategy; it is embedded in our corporate DNA. Our overarching goal is to drive long-term value creation while reducing our environmental impact, enhancing social equity, and promoting ethical conduct. TCC Concept Limited aligns its operations with the United Nations Sustainable Development Goals (SDGs), especially those related to responsible consumption (SDG 12), decent work (SDG 8), innovation and infrastructure (SDG 9), and climate action (SDG 13).

Our commitment to the National Guidelines on Responsible Business Conduct (NGRBC) enables us to manage environmental and social risks across all touchpoints. This year, our sustainability roadmap prioritized four strategic pillars:

1. **Climate and Resource Efficiency** – Promoting responsible energy use, GHG emissions reduction, and water conservation.
2. **Responsible Innovation** – Embedding ESG in technology development, data privacy, and AI ethics.
3. **Workforce and Community Resilience** – Empowering employees and contributing to societal development.
4. **Ethical Governance** – Ensuring strong corporate governance and anti-corruption frameworks.

Our notable initiatives during the year include deploying our 6R waste policy across operations, initiating sustainable sourcing policies, and building ESG dashboards to track KPIs more effectively. We continue to seek partnerships with green building councils, data center efficiency alliances, and social impact foundations to amplify our progress.

Governance and Sustainability Oversight

To institutionalize sustainability, TCC Concept Limited established an ESG Steering Committee reporting to the Board of Directors. The committee meets annually and is responsible for monitoring ESG KPIs, aligning risk frameworks, and ensuring inter-departmental coordination.

Policies revised this year:

ESG Policy

Environmental:

- Climate Risk Management Policy
- Disaster Management Policy
- Energy Efficiency Policy
- Environmental Health and Safety Policy
- Product Quality and Safety Policy
- Sustainable Sourcing Policy
- Waste Management Policy
- Water Management Policy

Governance:

- Anti Money Laundering Policy
- Business Continuity Plan Policy
- Customer Sustainability Policy
- Fraud Detection and Prevention Policy
- IT and Information Cyber Security & Disaster Recovery Policy
- Responsible Marketing & Ethical Advertising Policy
- Stakeholder Engagement Policy
- Supplier Code of Conduct Policy
- Supplier Selection and Management Policy

Social:

- Anti-Corruption and Anti Bribery Policy
- Conflict of interest
- Grievance Redressal Policy
- Human Rights Policy
- Public Policy Advocacy
- Skill Development Policy

We have also begun materiality mapping with key stakeholder groups to identify top ESG priorities.

Stakeholder Engagement Framework

Our stakeholder engagement framework spans the following dimensions:

- **Clients:** We have client engagement platform, and we reach out to our clients regularly to ensure customer satisfaction.
- **Employees:** We have a feedback mechanism for employees through which we address their concerns diligently
- **Communities:** Our organisation wherever needed is engaging with neighbouring community via a register for receiving feedback from them.
- **Investors** – The Investor Relations team engages through periodic disclosures, earnings calls, and direct communication channels to maintain transparency and accountability.

Material ESG Topics

Following internal assessments and external consultations, the following ESG topics have been prioritized for the next two fiscal years:

- Environmental Impact of Operations
- Regulatory Compliance

- Human Rights
- Talent Retention and Workforce Development
- Value Chain Risk Management
- Digital transformation

These topics guide our principle-wise disclosures and our ESG investment strategy.

PRINCIPLE 1

Ethics, Transparency and Accountability (SDG 16, 17)



This Principle emphasizes the importance of conducting business ethically and with transparency, fostering trust, compliance, and integrity across operations. It aligns with SDG 16 (Peace, Justice and Strong Institutions) by promoting strong governance and reducing corruption, and SDG 17 (Partnerships for the Goals) by supporting collaborative frameworks for sustainable development.

TCC Concept Limited upholds an unwavering commitment to ethical business conduct. We operate under a comprehensive framework of policies aimed at ensuring transparency, accountability, and trust. During FY 2024–25, 100% of our Key Managerial Personnel (KMP) underwent structured training sessions on ethics and governance, which included modules on whistleblower protection, anti-corruption, and board responsibilities.

Policy enhancement for ethical governance:

In FY 2024–25, TCC Concept Limited undertook a comprehensive revision of its governance-related policies, including the Anti-Corruption and Anti-Bribery Policy, Conflict of Interest Policy, and Fraud Detection and Prevention Policy. These updates strengthen internal controls and ensure alignment with evolving regulatory standards and stakeholder expectations.

No instances of bribery, corruption, or conflicts of interest were reported during the year. Our grievance redressal mechanism resolved all reported complaints within designated time frame.

We also introduced ESG Governance checklists for internal teams, enabling real-time tracking of compliance indicators. This aligns with SDG 16 (Peace, Justice, and Strong Institutions) by embedding transparency into operational decision-making.

PRINCIPLE 2

Sustainability in Products and Services (SDGs 6, 7, 8, 9, 11, 12, 13, 14, 15)



This Principle encourages innovation and sustainable thinking across the lifecycle of products and services. Businesses are expected to integrate environmental and social considerations into product development, usage, and disposal. It supports a wide range of goals:

SDG 6 (Clean Water and Sanitation), SDG 7 (Affordable and Clean Energy), SDG 8 (Decent Work and Economic Growth), SDG 9 (Industry, Innovation and Infrastructure), SDG 11 (Sustainable Cities and Communities), SDG 12 (Responsible Consumption and Production), SDG 13 (Climate Action), SDG 14 (Life Below Water), and SDG 15 (Life on Land).

Product and service innovation at TCC Concept Limited is guided by a lifecycle perspective. Our subsidiary and AltRr Software Services Private Limited, is enhancing AI-powered digital tools this year designed to optimize resource use in office space planning and real estate inventory management.

TCC Concept Limited plans to introduce periodic AI algorithm efficiency audits for its digital platform, TryThat.ai. These audits will focus on evaluating and optimizing computational complexity to enhance processing speed while reducing energy consumption.

As part of this initiative, the company aims to promote principles of “Green AI” by developing metrics to measure estimated carbon emissions per computational task. These insights will guide ongoing refinements in algorithm design and deployment, aligning product innovation with environmental responsibility and supporting SDG 9 (Industry, Innovation and Infrastructure) and SDG 13 (Climate Action).

Our 6R (Reduce, Reuse, Recycle, Refurbish, Recover, and Redesign) waste strategy was fully implemented across AltRr Software Services Private Limited’s operations and partially deployed in NES Data Private Limited. We conducted three internal audits focused on environmental compliance and product stewardship.

These practices help advance SDGs 9 (Industry, Innovation and Infrastructure), 12 (Responsible Consumption), and 13 (Climate Action).

PRINCIPLE 3

Employee Well-being (SDGs 1, 3, 4, 5, 8, 9, 10, 11, 16)



This Principle underscores the role of businesses in ensuring the physical, mental, and emotional well-being of employees through safe, inclusive, and rewarding workplaces. It is directly linked to SDG 1 (No Poverty), SDG 3 (Good Health and Well-being), SDG 4 (Quality Education), SDG 5 (Gender Equality), SDG 8 (Decent Work and Economic Growth), SDG 9 (Industry, Innovation and Infrastructure), SDG 10 (Reduced Inequalities), SDG 11 (Sustainable Cities and Communities), and SDG 16 (Peace, Justice and Strong Institutions).

TCC Concept Limited places employee welfare at the heart of its organizational culture. In FY 2024–25, we invested significantly in health and safety, diversity, and professional development programs, reaching 100% of our full-time workforce.

Health and Safety: Every employee is covered by comprehensive health and accident insurance. We conducted health and safety audits across all subsidiaries, resulting in zero major incidents reported during the year. Fire drills, evacuation simulations, and first-aid workshops were conducted quarterly across all major offices, improving emergency response preparedness.

Equal Opportunity and Inclusion: Our Equal Opportunity Policy complies with the Rights of Persons with Disabilities Act. We are committed to achieving gender parity in leadership hiring, with around 30% of middle and senior management roles held by women.

Training and Capability Building: Our Learning & Development programs reached 100% of employees through at least one structured training session. We hosted 9 training workshops this year.

Employee Satisfaction: We received zero employee complaints during the year. We are committed to improving workplace flexibility, leadership communication, and wellness benefits. Our turnover rate stood at 53.19% year-on-year, supported by our work-life balance initiatives. We recorded 100% retention rate and return to work rate for all the employees who availed parental leave.

By prioritizing employee well-being, TCC Concept Limited contributes directly to SDG 3 (Good Health and Well-being), SDG 5 (Gender Equality), and SDG 8 (Decent Work and Economic Growth).

PRINCIPLE 4

Stakeholder Engagement (SDGs 1, 5, 8, 9, 11, 15, 16, 17)



This Principle promotes the identification, consultation, and collaboration with stakeholders, fostering shared value and inclusive growth. It is aligned with SDG 1, SDG 5, SDG 8, SDG 9, SDG 11, SDG 15, SDG 16, and SDG 17, encompassing goals around poverty alleviation, gender equality, industry resilience, community well-being, biodiversity, strong institutions, and global partnerships.

Engaging with stakeholders is integral to TCC Concept Limited’s long-term success. Our stakeholder engagement framework is based on materiality, inclusiveness, and responsiveness. We have identified key stakeholder groups including employees, customers, suppliers, investors, regulators, and local communities, and maintain open channels of communication with each.

Engagement Mechanisms:

Our stakeholder engagement mechanisms span the following dimensions:

- **Clients:** We have client engagement platform, and we reach out to our clients regularly to ensure customer satisfaction.
- **Employees:** We have a feedback mechanism for employees through which we address their concerns diligently
- **Communities:** Our organisation wherever needed is engaging with neighbouring community via a register for receiving feedback from them.
- **Investors** – The Investor Relations team engages through periodic disclosures, earnings calls, and direct communication channels to maintain transparency and accountability.

Grievance Redressal:

TCC Concept Limited maintains a formal grievance redressal mechanism, available online and via in-person channels. In FY 2024–25, we resolved all complaints within the mandated timeframe.

By deepening stakeholder trust and co-creating value with communities, TCC Concept Limited contributes to SDG 11 (Sustainable Cities and Communities) and SDG 16 (Peace, Justice and Strong Institutions).

PRINCIPLE 5

Human Rights (SDGs 5, 8, 9, 10, 16)



This Principle asserts that businesses must respect and uphold the human rights of all individuals they affect, directly or indirectly. It supports SDG 5 (Gender Equality), SDG 8 (Decent Work and Economic Growth), SDG 9 (Industry, Innovation and Infrastructure), SDG 10 (Reduced Inequalities), and SDG 16 (Peace, Justice and Strong Institutions), all of which address fairness, opportunity, inclusion, and legal protection.

Respect for human rights is foundational to TCC Concept Limited's corporate philosophy. We are committed to creating a workplace where dignity, safety, and equal opportunity are guaranteed for all. Our Human Rights Policy is aligned with international frameworks such as the UN Guiding Principles on Business and Human Rights and is applicable across all our subsidiaries and supply chain partners.

Policy Implementation and Training:

In FY 2024–25, 100% of our employees were trained on our Human Rights Policy. Training modules covered non-discrimination, prevention of harassment, workplace conduct, freedom of association, and reporting mechanisms.

- Awareness campaigns were launched across locations to promote a safe, inclusive culture
- Our policies show zero tolerance towards child labour practices.
- 100% of onboarding sessions included a human rights orientation

Monitoring and Incident Reporting:

We recorded zero cases of child labour, bonded labour, or discriminatory practices during the reporting year. Our whistleblower mechanism received zero submissions. We have mechanism in place to investigate and resolve them. With no confirmed violations of human rights reported. Zero POSH (Prevention of Sexual Harassment) complaints were reported during FY 2024-25

Inclusivity Metrics:

Our inclusivity focus extends beyond policy. In 2024–25:

- Gross wages paid to female employees stood at 23.04% of total wages paid.
- 100% of the employees were paid minimum wages

By embedding human rights into our operations and culture, we actively contribute to SDG 5 (Gender Equality), SDG 8 (Decent Work and Economic Growth), and SDG 10 (Reduced Inequalities).

PRINCIPLE 6

Environmental Stewardship (SDGs 6, 7, 8, 9, 10, 11, 12, 13, 14, 15)



This Principle requires businesses to operate in an environmentally responsible manner by reducing pollution, conserving resources, and mitigating climate risks. It supports SDG 6 (Clean Water and Sanitation), SDG 7 (Affordable and Clean Energy), SDG 8 (Decent Work and Economic Growth), SDG 9 (Industry, Innovation and Infrastructure), SDG 10 (Reduced Inequalities), SDG 11 (Sustainable Cities and Communities), SDG 12 (Responsible Consumption and Production), SDG 13 (Climate Action), SDG 14 (Life Below Water), and SDG 15 (Life on Land).

At TCC Concept Limited, environmental responsibility is a cornerstone of our business strategy. We recognize the urgent need to mitigate climate change, conserve natural resources, and transition toward sustainable operations. In FY 2024–25, we took critical steps to monitor, reduce, and report our environmental impact across all subsidiaries.

Energy Management:

Our total energy consumption during the year stood at 138,369.6 megajoules, sourced entirely from non-renewable electricity grids. While NES Data Private Limited run data centre remains the highest energy consumers, they do not fall within Scope 1 or Scope 2 as they are not run by our organisation, and we only provide site management services.

Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations) stood at 0.00017.

GHG Emissions:

We calculated Scope 2 emissions for the year to be approximately 27.48 metric tonnes of CO2 equivalent. Plans are underway to expand our emissions inventory to include Scope 1 and 3 in the next reporting cycle.

Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations) stood at 0.000000033

Water Usage:

A total of 4,865 kilolitres of water was consumed in FY 2024–25, sourced exclusively from licensed third-party providers. We initiated a pilot for low-flow water fixtures and are exploring rainwater harvesting feasibility across our office locations.

Water intensity per rupee of turnover (Total water consumption / Revenue from operations) stood at 0.0000058

Waste Management:

We generated a total of 11,756.72 metric tonnes of waste this year, broken down as follows:

- Plastic Waste: 4,868.80 MT
- Hazardous Waste: 1,797.16 MT
- Non-Hazardous Waste: 5,090.76 MT

Waste intensity per rupee of turnover (Total waste generated / Revenue from operations) stood at 0.000014

Our 6R Waste Management Policy - Reduce, Reuse, Recycle, Refurbish, Recover, and Redesign was expanded to all major subsidiaries.

Environmental Compliance:

We had zero incidents of environmental non-compliance or regulatory fines during the reporting period. We are committed to conducting regular environmental risk assessments for new projects.

Our environmental efforts are closely aligned with SDG 6 (Clean Water and Sanitation), SDG 7 (Affordable and Clean Energy), SDG 12 (Responsible Consumption and Production), SDG 13 (Climate Action), and SDG 15 (Life on Land).

PRINCIPLE 7

Public Policy Advocacy (SDGs 16, 17)



This Principle encourages companies to advocate for policies that support sustainable development, while remaining non-partisan, transparent, and ethical. It directly supports SDG 16 (Peace, Justice and Strong Institutions) and SDG 17 (Partnerships for the Goals) by fostering civic responsibility and policy collaboration.

TCC Concept Limited maintains a neutral and transparent stance on public policy engagement. While we do not currently hold formal affiliations with trade associations or policy advocacy groups, we recognize the growing importance of responsible corporate voice in shaping sustainable development outcomes.

Policy Engagement Framework:

We have instituted internal guidelines for evaluating and responding to policy developments, ensuring that our participation when undertaken is principled, non-partisan, and aligned with our values.

TCC Concept Limited does not engage in political funding or corporate lobbying.

- No affiliations with trade unions or political action committees.
- Advocacy conducted through recognized platforms; not in individual or partisan capacity.
- All external representations comply with the company's Code of Conduct and ethical standards.

Compliance and Conduct:

There were zero reported incidents of anti-competitive behaviour or policy violations during the reporting year. All lobbying, if applicable in future, will be disclosed in accordance with national transparency norms and internal ethical codes.

Forward-Looking Plans:

Looking ahead, we intend to participate selectively in cross-industry dialogues around sustainable infrastructure, energy transitions, and ethical AI.

By adopting a principled approach to advocacy, TCC Concept Limited contributes to SDG 16 (Peace, Justice and Strong Institutions) and SDG 17 (Partnerships for the Goals).

PRINCIPLE 8

Inclusive Growth and Equitable Development (SDGs 1, 4, 8, 10)



This Principle addresses the role of business in reducing inequality, promoting inclusive economic growth, and creating access to opportunities for all. It aligns with SDG 1 (No Poverty), SDG 4 (Quality Education), SDG 8 (Decent Work and Economic Growth), and SDG 10 (Reduced Inequalities).

Inclusive growth is a key pillar of TCC Concept Limited's sustainability mission. We strive to create socio-economic value for communities in which we operate, and to foster equitable opportunities within and beyond our workforce. Our focus during FY 2024–25 was on enabling MSME participation, enhancing digital literacy, and improving access to quality employment.

Supply Chain Inclusivity:

We initiated a baseline mapping of our supply chain partners to assess the current level of MSME engagement. As of March 2025, 82% of our suppliers are registered MSMEs and 100% of our sourcing is done directly from within India. We plan to launch vendor training programs to support ESG onboarding, contract compliance, and performance benchmarking for smaller suppliers.

Employment and Capacity Building:

We support community employment through internship and apprenticeship programs across our subsidiaries. We plan to engage in skill enhancing initiatives to offer upward mobility in our employment.

Through these interventions, TCC Concept Limited aims to build pathways to prosperity while reducing inequality, contributing directly to SDG 1 (No Poverty), SDG 4 (Quality Education), SDG 8 (Decent Work and Economic Growth), and SDG 10 (Reduced Inequalities).

PRINCIPLE 9

Customer Value and Responsibility (SDGs 8, 9, 12, 14, 15)



This Principle urges businesses to deliver safe, fair, and innovative products and services while respecting consumer rights and protecting data privacy. It supports SDG 8 (Decent Work and Economic Growth), SDG 9 (Industry, Innovation and Infrastructure), SDG 12 (Responsible Consumption and Production), SDG 14 (Life Below Water), and SDG 15 (Life on Land), by encouraging responsible production and consumption and minimizing ecological harm.

TCC Concept Limited is committed to delivering reliable, secure, and innovative services that prioritize the safety, privacy, and satisfaction of our customers. Customer-centricity is not only a business value for us but a fundamental aspect of our ESG framework.

Customer Satisfaction and Quality Assurance:

In FY 2024–25, we recorded zero incidents of data breach or cyber security. Apart from that there were zero forced or voluntary product recalls on accounts of safety. We have a robust cyber security and data protection and privacy policy.

We plan to enhance our quality assurance protocols to provide smoother experience to our clients and vendors alike.

Product Responsibility and Digital Safety:

Every product and service we launch undergoes a review for safe usage, ethical design, and compliance with digital accessibility standards. Our AI-based platforms are continuously evaluated for bias, fairness, and explainability, with product teams trained in responsible tech design.

Responsible Marketing and Customer Support:

Our marketing communications follow a transparent, non-deceptive approach. All product claims are substantiated and aligned with service capabilities.

Grievance Handling:

We received zero customer complaints during FY 2024-25

Through our commitment to transparency, innovation, and consumer protection, we support SDG 9 (Industry, Innovation and Infrastructure) and SDG 12 (Responsible Consumption and Production).