

Business Responsibility and Sustainability Reporting (Financial Year 2025-26)

Section A: General Disclosure

I. Company details

Sr. no.	Questions	Responses
1.	Corporate Identity Number (CIN) of the Company	L70109TG1995PLC019116
2.	Name of the Company	Transport Corporation of India Limited
3.	Year of incorporation	1995
4.	Registered office address	306 / 307, 3 rd Floor, 1-8-271-273 & 301, Ashoka Bhoopal Chambers, SP Road Secunderabad, Telangana - 500003
5.	Corporate address	TCI House, 69, Institutional Area, Sector-32, Gurgaon-122001, Haryana, (India)
6.	E-mail	secretarial@tcil.com
7.	Telephone	01242381603 to 07
8.	Website	www.tcil.com
9.	Financial year for which reporting is being done	April 1, 2025 to March 31, 2026 (FY 25-26)
10.	Name of the Stock Exchange(s) where shares are listed	1) National Stock Exchange of India Limited (NSE) - TCI (Trading Symbol) 2) BSE Limited (BSE) - 532349 (Scrip Code)
11.	Paid-up Capital	₹ 153,487,594
12.	Name and contact details (telephone, email address) of the person, who may be contacted in case of any queries on the BRSR report	Name: Mr. Vineet Agarwal Email: secretarial@tcil.com Telephone: 01242381603
13.	Reporting boundary	Disclosures made in this report are on a "Standalone Basis"
14.	Name of assurance provider	Not Applicable
15.	Type of assurance obtained	Not Applicable

II. Product and services

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

Description of main activity	Description of business activity	% of turnover of the Company
Freight Transport	The Company is among India's premier organized surface transport service provider, serving remotest of corners of India & SAARC/ BBIN nations. With a legacy of over six decades in the logistics industry, the Company is fully-equipped to provide surface transport solutions for the cargo of any dimension or product segment ranging from: - FTL (Full Truck Load) - LTL (Less than Truck Load) - ODC (Over-dimensional Cargo) & PHH (Project Heavy Haul)	41.10%
Supply Chain Solutions	TCI Supply Chain Solutions is a single window enabler of logistics and supply chain solutions. The division encompasses all the needs of a value-seeking progressive client right from 'conceptualization to implementation'. We provide services such as: - Dynamic supply chain network design - Scientifically and professionally managed inventory - Modern warehousing management using smart material handling equipment - Multimodal transportation	42.80%
Coastal Transportation	The Company is India's leading multimodal coastal player, connecting India's western, eastern and southern ports and having extensive expertise in coastal shipping, container cargo movements and transportation services. The Company also provides first and last mile connectivity via rail and road.	15.00%

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

Product/service	NIC code	% of total turnover contributed
Goods Transportation by Road & Rail	4923	41.10%
Supply Chain Management	5210	42.80%
Goods Transportation by Sea	5012	15.00%

III Operations

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

Location	No. of plants	No. of offices				Registered/ corporate office	Total
		No. of branches	No. of sorting centers	Zonal offices	Regional offices		
National	-	1,000+	50+	100+	50+	2	1,200+
International	-	1	-	-	-	-	1

19. Markets served by the entity:

a. Number of locations:

Sr. no	Locations	Number
a)	National (No. of States)	Pan-India
b)	International (No. of Countries)	3 (Bangladesh, Nepal, UAE)

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

0.18%

c. A brief on types of customers

The Company serves a diverse customer base across key sectors of the economy through its multimodal logistics and supply chain solutions, including freight transportation, warehousing, supply chain management, coastal shipping, and rail logistics. Its customers span industries such as automotive, chemicals, engineering, retail, e-commerce, pharmaceuticals, healthcare, FMCG, consumer durables, and defence.

With over six decades of experience, the Company partners with businesses of varying scale and complexity, delivering reliable, efficient, and integrated logistics solutions that support their operational and supply chain requirements.

IV Employees and Workers

20. Employees and workers (including differently abled) at the end of financial year:

Sr. no.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
Employees						
1.	Permanent (D)	4,165	4,013	96.30%	152	3.60%
2.	Other than permanent (E)	611	600	98.20%	11	1.80%
3.	Total employees (D + E)	4,776	4,613	96.60%	163	3.40%
Workers						
4.	Permanent (F)	Nil	Nil	Nil	Nil	Nil
5.	Other than Permanent (G)	8,904	8,049	90.40%	855	9.60%
6.	Total workers (F + G)	8,904	8,049	90.40%	855	9.60%
Differently abled employees						
1.	Permanent (D)	Nil	Nil	Nil	Nil	Nil
2.	Other than Permanent (E)	Nil	Nil	Nil	Nil	Nil
3.	Total differently abled employees (D + E)	Nil	Nil	Nil	Nil	Nil
Differently abled workers						
4.	Permanent (F)	Nil	Nil	Nil	Nil	Nil
5.	Other than Permanent (G)	Nil	Nil	Nil	Nil	Nil
6.	Total differently abled workers (F + G)	Nil	Nil	Nil	Nil	Nil

21. Participation/Inclusion/Representation of women:

Particulars	Total (A)	No. and % of females	
		No. (B)	% (B/A)
Board of Directors*	10	2	20%
Key Management Personnel (KMPs)*	8	1	12.50%

*Includes Managing Director and Chairman & Managing Director who are also KMPs of the Company and thus covered at both the places.

22. Turnover rate (in %) for permanent employees and workers (disclose trends for the past 3 years):

Particulars	FY 2025-26			FY 2024-25			FY 2023-24		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	8.55	13.65	8.73	9.57	18.57	9.88	7.96	11.07	8.07
Permanent Workers	NA	NA	NA	NA	NA	NA	NA	NA	NA

V. Holding, Subsidiary, and Associate Companies (including joint ventures)**23. Names of holding/subsidiary/associate companies/joint ventures:**

Sr. no.	Name of the holding / subsidiary/associate Companies/joint ventures	Indicate whether holding/ subsidiary/ associate/joint venture	% of shares held by the Company	Does the entity indicated participate in the business responsibility initiatives of the Company?
1	TCI-CONCOR Multimodal Solutions Pvt. Ltd.	Subsidiary	51%	No
2	TCI Cold Chain Solutions Ltd.	Subsidiary	80%	No
3	TCI Chemlog Pvt. Ltd.	Subsidiary	100%	No
4	TCI Holdings Asia Pacific Pte. Ltd.	Subsidiary	100%	No
5	TCI Bangladesh Ltd.	Subsidiary	100%	No
6	TCI Nepal Pvt. Ltd.	Subsidiary	100%	No
7	TCIL Middle East Logistics Services L.L.C	Subsidiary	100%	No
8	Transystem Logistics International Pvt. Ltd.	Joint venture	49%	No
9	Cargo Exchange India Pvt. Ltd.	Associate	32.50%	No

VI. CSR details**24. CSR details:**

Sr. No	Particulars	Details
1.	Whether CSR is applicable as per Section 135 of the Companies Act, 2013	Yes
2.	Turnover (₹ in Mn.)	43,526
3.	Net worth (₹ in Mn.)	23,808

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

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 2025-26			FY 2024-25		
		No. of complaints filed during the year	No. of complaints pending resolution at close of the year	Remarks	No. of complaints filed during the year	No. of complaints pending resolution at close of the year	Remarks
Communities	Yes, through website www.tcil.com	-	-	-	-	-	-
Investors (other than shareholders)	Yes, through website www.tcil.com	-	-	-	-	-	-
Shareholders	Yes, through ODR Mechanism https://smartodr.in/login and SCORES portal https://scores.sebi.gov.in/scores-home	14	0	-	3	1	-

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 2025-26			FY 2024-25		
		No. of complaints filed during the year	No. of complaints pending resolution at close of the year	Remarks	No. of complaints filed during the year	No. of complaints pending resolution at close of the year	Remarks
Employees and workers	Yes, through website www.tcil.com	342	0	-	446	0	-
Customers*	Yes, through toll free number and email	3,238	0	We are using escalation matrix to solve the complaints raised by our customer.	550	0	-
Value chain partners	Yes, through website www.tcil.com	-	-	-	-	-	-
Others	Yes, through website www.tcil.com	-	-	-	-	-	-

* Figures have been reworked as all major and material complaints received from customers have been duly considered and included in this disclosure, reflecting the Company's commitment to transparency, customer satisfaction, and continuous improvement in service quality.

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

Please indicate material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same, approach to adapt or mitigate the risk along with its financial implications, as per the following format:

Sr. no.	Material issues identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Employee Engagement and Talent Management	Risk	The inability to attract, develop, and retain skilled talent may impact operational efficiency, service quality, productivity, and the Company's ability to meet customer expectations and business growth objectives.	The Company focuses on employee development and retention through structured learning and development programmes, job rotation, upskilling and reskilling initiatives, leadership development, and performance-based career progression. Employee engagement is strengthened through recognition programmes, ESOPs, regular communication platforms, and a robust grievance redressal mechanism. The Company also collaborates with academic institutions and industry partners to build a sustainable talent pipeline.	Negative
2	Occupational Health and Safety	Risk	Given the Company's operations in long-distance transportation, warehousing, cargo handling, and the movement of diverse consignments, including hazardous and chemical goods, occupational health and safety remains a critical business priority. Road accidents, driver fatigue, workplace incidents, and health-related risks may adversely impact employees, business continuity, operational efficiency, and stakeholder confidence.	The Company has established a robust Environment, Health and Safety (EHS) framework and implements comprehensive safety measures across its operations. These include the provision of personal protective equipment (PPE), regular safety training and awareness programmes for drivers and employees, and stringent safety protocols for cargo handling and transportation. The Company also operates a 24x7 GPS-enabled fleet monitoring system through centralized control towers to enhance road safety and operational oversight. Additionally, employee welfare is supported through medical and insurance coverage. Through its TCI Safe Safar initiative, the Company actively promotes health, safety, and responsible driving practices among truck drivers and the broader transport community, contributing to safer roads and workplaces.	Negative

Sr. no.	Material issues identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
3	Cyber security	Risk	Worldwide businesses have reported newer and emerging threats in cybersecurity like ransomware attacks. The same poses risk to everyday business operations	The Company has adequate cyber & IT related security systems including ITDR in place. These have been verified by external consultants. All recommendations by the consultants have been implemented.	Negative
4	Corporate Governance, Board Oversight, Ethics, Risk Management and Compliance	Opportunity	Strong corporate governance is fundamental to sustainable value creation, effective risk management, regulatory compliance, and maintaining stakeholder trust. Robust governance practices enhance business resilience, strengthen accountability, protect the Company's reputation, and support long-term growth.	The Company has established a comprehensive governance framework comprising Board oversight, defined policies and procedures, ethical business conduct standards, internal controls, compliance management systems, and enterprise risk management processes. The Board and its Committees regularly review strategic, operational, financial, and compliance-related matters to ensure transparency, accountability, and responsible decision-making. Further details are provided in the Corporate Governance Report.	Positive
5	Climate change	Risk	Climate change can impact the Company's operations due to extreme weather conditions like cyclones, heat wave, and floods, to name a few events that have the potential to create severe disruptions.	TCI increases awareness among vendors and customers of the affected locations. Thereby ensuring effective communications for all affected stakeholders along with possible resolutions. Various initiatives (Alternate fuel vehicle, EV vehicle or high efficiency vehicles, VLSFO fuel used in ships, roof top solar plant for warehouse) implemented across branches and warehouses to control GHG emissions due to energy consumption & Fuel consumption due to our fleet and vendor fleet .The Company has also collaborated with IIM-Bangalore for Supply Chain Sustainability Lab which is a centre of excellence in sustainable supply chain practices, dissemination and advocacy.	Negative
6	Sustainable Supply Chain	Opportunity	Implementing a sustainable supply chain can decrease supply chain disruption and concurrently help stay ahead of emerging regulatory risks. Guiding suppliers to meet ESG requirements will thereby reduce environmental impacts, encourage business with local suppliers, and endorse good governance.	The Company is actively working towards building a resilient and sustainable supply chain by engaging vendors on ESG standards, encouraging local sourcing, reducing transportation emissions, and digitizing logistics operations for better transparency. Training and audit mechanisms are being put in place to evaluate supplier compliance.	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.

Sr. no	Disclosure questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes										
1.	a) Whether your entity's Policy/Policies cover each principle and its core elements of the NGRBCs. (Yes/No)					Yes				
	b) Has the Policy been approved by the Board? (Yes/No)					Yes				
	c) Web-link of the Policies, if available	P1: Ethics and Whistle Blower policy available at http://cdn.tcil.in/website/tcil/policies/Ethics%20and%20Wistle%20Blower%20Policy.pdf. Code of Conduct for Board & Senior Management Personnel available at http://cdn.tcil.in/website/tcil/policies/code-of-conduct-for-board-senior-management-personnel.pdf P2: HSE Policy is available to employees on TCI Intranet. P3: HR Policy is available to employees on TCI Intranet. P4: Stakeholder Engagement Policy is available to employees on TCI Intranet. CSR Policy available at http://cdn.tcil.in/website/tcil/policies/CSR%20POLICY%202023.pdf P5: HR Policy and Stakeholder Engagement Policy is available on the Company's intranet. P6: HSE Policy is available to employees on TCI Intranet. P7: Stakeholder Engagement Policy is available to employees on TCI Intranet. P8: CSR policy is available at http://cdn.tcil.in/website/tcil/policies/CSR%20POLICY%202023.pdf P9: Stakeholder Engagement Policy is available to employees on TCI Intranet.								
2.	Whether the entity has translated the Policy into procedures. (Yes / No)					Yes				
3.	Do the enlisted Policies extend to your value chain partners? (Yes/No)					Yes				
4.	Name of the national and international codes/ certifications/ labels/ standards adopted by the Company and mapped to each principle	ISO:9001 Certification								
5.	Specific commitments, goals and targets set by the entity with defined timelines, if any	Decarbonization strategy - Aligned with its long-term sustainability vision of achieving carbon neutrality by FY 2040.								
6.	Performance of the entity against specific commitments, goals, and targets along with reasons in case the same are not met:	The Company is progressively transitioning towards rail-based multimodal logistics to enhance efficiency and reduce environmental impact. It is also adopting CNG, electric vehicles, and other alternate fuels, along with energy efficiency and renewable energy initiatives, to support its decarbonisation objectives. Additionally, the Company has partnered with IIM Bangalore for the Supply Chain Sustainability Lab to advance sustainable logistics practices.								

Governance, leadership, and oversight

7. Statement by director responsible for the Business Responsibility & Sustainability Report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)

At TCI, sustainability and ESG remain integral to our strategy and long-term vision. During FY26, the Company continued to strengthen its ESG initiatives across environmental, social, and governance areas.

Environmentally, the Company advanced its decarbonisation efforts through adoption of CNG, electric, and alternative fuel vehicles, increased use of multimodal logistics, and greater reliance on rail transport, alongside the continued practice of the 4Rs—Reduce, Reuse, Recover, and Recycle.

On the social front, the Company supported initiatives in education, healthcare, and skill development to promote community welfare. From a governance perspective, TCI remains committed to transparency, ethics, and accountability in all business practices. The Company also partnered with IIM Bangalore for the Supply Chain Sustainability Lab to further strengthen sustainable logistics practices.

8. Details of the highest authority responsible for implementation and oversight of the business responsibility Policy

Name: Mr. Vineet Agarwal
 Designation: Managing Director
 Email: secretarial@tcil.com

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

No. The Company does not have a separate Board Committee or designated Director for sustainability matters. However, ESG and sustainability aspects are integrated into the Company's governance and are periodically reviewed at appropriate management and Board levels.

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					Yes													Quarterly
Compliance with statutory requirement of relevance to the principles, and, rectification of any non-compliances																		Quarterly and Annually

11. Has the entity carried out independent assessment/ evaluation of the working of its Policies by an external agency? (Yes/No). If yes, provide the name of the agency

P1	P2	P3	P4	P5	P6	P7	P8	P9
The independent assessment/ evaluation of the working of its policies is carried out by internal auditors as well as external agency, as applicable. From a best practices perspective as well as from a risk perspective, policies are periodically evaluated and updated by the management.								

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 FY:

Segment	Total No. of training and awareness programs held	Topics/principles covered under the training and its impact	% of persons in respective category covered by the awareness programs
Board of Directors (BoD)	5	The Board was apprised on key developments relating to corporate governance, regulatory compliance, the Digital Personal Data Protection (DPDP) Act, labour codes, ESG and sustainability, enterprise risk management, and matters relevant to those charged with governance (TCWG). These programmes strengthened the Board's oversight responsibilities and supported informed strategic decision-making.	100%
Key Managerial Personnel (KMPs)	52	19th Edition Conference on Building Warehousing Competitiveness, Advanced Lab On Human Process, Agentic AI-Fluent Executive Certificate Program, AIMA Platinum Jubilee (70th) Foundation Day & 20th National Management Day, AIMA Young Leaders Summit 2025, ASSOCHAM - Business Delegation to Japan, Basic Lab on Human Process, Business Mission on Logistics and Packaging to Italy, Conference on Digital Twin, Conference on Industrial Metaverse, Customer Relationship Management, Emerging Concepts, Strategy & Tools, Decoding Black Boxes: Strategic and Leadership Agility in an Unstable World Design Thinking for Strategy and Innovation, Dr. Ram Charan Exponential Business Growth Strategy Masterclass Effective Communication for Managers and Leaders, Enhancing Leadership Capacities and Potential Among Professional Women Exclusive Roundtable on Uttar Pradesh Vision, Future Rail India, General Management Program for Senior and Middle Level Executives, Global Advanced Management Program, Global Advanced Management Program - USA, Global Innovation & Management Programme, ISB-NUS Global Advanced Management Program (GAMP), Leadership and Team Building Leadership Development Program, Leading with Agility - Leadership Exploration & Discovery, Managing and Leading Teams Managing Internal Talent and Leadership Pipeline, Operational and Organizational Excellence, Oracle Financials Training Program, Prevention Of Sexual Harassment at Workplace, Professional Certification in Supply Chain Excellence, Project Management Training Program, Project Management Workshop, SAP Workshop, Senior Executive Leadership Program - India, Spoken Tamil Classes, Tech enabling the Transportation, Logistics and Infrastructure Sector, The Future of Supply Chain & Logistics is Here, The Gamified Business Leadership Program, Transcorps Annual Conference, Understanding Self for Leadership Excellence, Vikasa -Leaders without Borders, Warehousing and Logistics - Data Driven Decision Making, Lean Champion Certification Program	54%

Segment	Total No. of training and awareness programs held	Topics/principles covered under the training and its impact	% of persons in respective category covered by the awareness programs
Employees other than BoD and KMPs	245	19 th Edition Conference on Building Warehousing Competitiveness, Advance Computing, Advance Transport Management - Freight, Agent AI-Fluent Executive Certificate Program, AI Powered Summit, AIMA Platinum Jubilee (70 th) Foundation Day & 20 th National Management Day, AIMA Young Leaders Summit 2025, AIMA Platinum Jubilee (70 th) Foundation Day & 20 th National Management Day, Basic Computing, Basic of Sundry LTL, Basic Winning in Team, Business Communication, Business Development Workshop, Business Management Program, Customer Handling Workshop, Customer Handling, Customer Service Skill Training, Dangerous Goods Regulations Initial Training, Developing Accounts Acumen, Doing it Right Every Time, Emergency Management Team, English Ready - English Language Skill, Development Program, Leadership Development Program, Level 3 AI Tools Workshop, Officer Effectiveness, Oracle Financials Training Program, Personality Development Program, Prevention of Sexual Harassment at Workplace, Project Management Workshop, Safety & Legal, SAP Workshop, Spoken Tamil Classes, Supplier Management System, Tech. Level-1, Tech. Level-2, TLI Safety Workshop, Transport Operation 1, Transport Operation 2, Warehouse Operation 1, Warehouse Operation 2, Warehouse Operation 3, Warehouse Operation 4, Workshop on Time Management, Yard Management Program, Basics of Project Management.	77%
Workers	119	Basic Computing, Certificate of Warehouse Ops., Customer Service Skill Training, Developing Accounts Acumen, Transport System & Management, Safety, Operation, Hygiene, Workplace Etiquette, Compliances / policies.	100%

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 FY

Particulars	NGRBC Principle	Name of the regulatory/ enforcement/judicial institution	Amount (In ₹)	Brief of the Case	Has an appeal been Preferred (Yes/No)
Monetary					
Penalty/ Fine	1 to 9	NIL	NIL	NA	NA
Settlement	1 to 9	NIL	NIL	NA	NA
Compounding fee	1 to 9	NIL	NIL	NA	NA
Particulars	NGRBC Principle	Name of the regulatory/ enforcement/judicial institution	Brief of the Case		Has an appeal been Preferred? (Yes/No)
Non-Monetary					
Imprisonment	1 to 9	NIL	NIL		NA
Punishment	1 to 9	NIL	NIL		NA

3. Of the instances disclosed in question 2 above, details of the appeal/revision preferred in cases, where monetary or non-monetary action has been appealed.

Case Details	Name of the regulatory/enforcement agencies/ judicial institutions
Not applicable	

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

Yes. The Company has embedded anti-bribery and anti-corruption provisions within its Ethics and Whistle Blower Policy. The Company follows a zero-tolerance approach towards bribery, corruption, fraud, and unethical business practices, and prohibits the direct or indirect offering, solicitation, or acceptance of any undue benefit intended to influence business decisions. The Policy applies to all directors, employees, and associated stakeholders and provides mechanisms for reporting concerns and ensuring appropriate investigation and corrective action. The Policy is available on the Company's website.

The policy is accessible on the Company's website under the Investor Relations section at <https://tcil.com/wp-content/uploads/2025/07/Ethics-and-Whistle-Blower-Policy.pdf>

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

Particulars	FY 2025-26	FY 2024-25
Directors	-	-
KMPs	-	-
Employees	-	-
Workers	-	-

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

Details of complaints	FY 2025-26		FY 2024-25	
	No.	Remark	No.	Remark
Complaints received in relation to issues of conflict of Interest of the Directors	NIL		NIL	
Complaints received in relation to issues of conflict of interest of the KMP/SMPs				

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. there were no cases of corruption and conflict of interest in the reporting year, as a result there were no fines, penalties and no corrective actions taken against the entity by any legislative or judicial institutions. The Company has established policies, processes, systems and monitoring mechanisms to ensure compliance, which are regularly reviewed and updated with global best practices. The implementation of these policies is ensured through regular training, communication and awareness-building sessions.

8. Number of days of accounts payables:

Particulars	FY 2025-26	FY 2024-25
Number of days of accounts payables ((Accounts payable *365)/cost of goods/services procured)	33.34	34.14

Note: figures have changed due to reclassification of financial statement items in last year.

9. Open-ness of business: Details of concentration of purchases and sales with trading houses, dealers, and related parties along with loans and advances & investments, with related parties, in the following format:

Parameter	Metric	FY 2025-26	FY 2024-25
Concentration of purchases	a) Purchases from trading houses as % of total purchases	This Disclosure is not applicable to the Company since it is not a manufacturing organization	
	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	This Disclosure is not applicable to the Company since it is not a manufacturing organization	
	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	a) Purchases (purchases with related parties/total purchases)	a) 1.14%	a) 1.31%
	b) Sales (Sales to related parties / Total Sales)	b) 9.84%	b) 8.47%
	c) Loans & advances (loans & advances given to related parties /total loans and advances)	c) 95.70%	c) 89.60%
	d) Investments (investments in related parties /total investments made)	d) 33.99%	d) 39.19%

Leadership Indicators

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

Total number of awareness programme held	Topics / principles covered under the training	% of value chain partners covered (by value of business done with such partners) under the awareness programmes
Not Applicable		

2. Does the entity have processes in place to avoid/ manage conflict of interests involving members of the Board? (Yes/ No) If yes, provide details of the same

Yes, the Company has obtained annual declarations (updated as necessary) from its Board Members and Key Managerial Personnel regarding their interests in various entities. The Company ensures that all necessary approvals, both statutory and as per internal policies, are secured before entering into any transactions with such entities or individuals.

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

Essential Indicators

1. Percentage of research and development (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

Particulars	FY 2025-26	FY 2024-25	Details of improvements in environmental and social impacts
R&D	-	-	-
Capex	1.67%	3.51%	For energy conservation activities

2. Does the entity have procedures in place for sustainable sourcing? (Yes/No): If yes, what % of inputs were sourced sustainably?

The Company has implemented a comprehensive process to promote and integrate sustainable practices across its supply chain and among its suppliers. This includes compliance with the Vendor Code of Conduct and contractual commitments to ESG guidelines. All new suppliers are evaluated based on ESG criteria, including environmental impact, health and safety standards, working conditions, adherence to regulatory requirements, and waste management practices.

Additionally, the Company has launched a program to educate MSMEs on ESG/BRSR compliance norms. Suppliers are onboarded with support, integrated into the broader ESG framework, trained, upgraded, and encouraged to obtain "green certificates."

Over the past year, more than 30% of sourcing was achieved through sustainable sourcing initiatives.

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

The Company is logistics and supply chain solution provider and does not manufacture any product and therefore, this clause is not applicable.

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 EPR plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.

Not applicable.

Leadership Indicators

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

NIC Code	Name of Product / Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/ No) If yes, provide the web-link.
Not Applicable					

2. If there are any significant social or environmental concerns and/or risks arising from production or disposal of your products / services, as identified in the Life Cycle Perspective / Assessments (LCA) or through any other means, briefly describe the same along-with action taken to mitigate the same.

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

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

Indicated input materials	Recycled or re-used input material to total material	
	FY 2025-26	FY 2024-25
	Not Applicable	

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

	FY 2025-26			FY 2024-25		
	Re-used	Recycled	Safely Disposed	Re-used	Recycled	Safely Disposed
Plastics (including packaging)						
E-waste						
Hazardous waste						
Other waste						
	Not Applicable					

5. Reclaimed products and their packaging materials (as percentage of products sold) for each product category.

Indicate product category	Reclaimed products and their packaging material as % of total products sold in respective category
	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	Total (A)	% of employees covered by									
		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	4,013	4,013	100%	4,013	100%	NA	NA	NA	NA	NA	NA
Female	152	152	100%	152	100%	152	100%	NA	NA	NA	NA
Total	4165	4165	100%	4165	100%	152	100%	NA	NA	NA	NA
Other than permanent employees											
Male	600	600	100%	600	100%	NA	NA	NA	NA	NA	NA
Female	11	11	100%	11	100%	11	100%	NA	NA	NA	NA
Total	611	611	100%	611	100%	11	100%	NA	NA	NA	NA

(b) Details of measures for the well-being of workers

Category	Total (A)	% of workers covered by									
		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	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
Female	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
Total	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
Other than Permanent workers											
Male	8,049	8,049	100%	8,049	100%	Nil	Nil	Nil	Nil	Nil	Nil
Female	855	855	100%	855	100%	855	100%	Nil	Nil	Nil	Nil
Total	8,904	8,904	100%	8,904	100%	855	100%	Nil	Nil	Nil	Nil

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

Particulars	FY 2025-26	FY 2024-25
Cost incurred on wellbeing measures as a % of total revenue of the company	0.12%	0.12%

2. Details of retirement benefits for current and previous FY

Benefits	FY 2025-26			FY 2024-25		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/NA)	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/NA)
PF	100%	100%	Yes	100%	100%	Yes
Gratuity	100%	100%	Yes	100%	100%	Yes
ESI	34.35%	100%	Yes	37.40%	100%	Yes
Others- Seaman Welfare	-	100%	Yes	-	100%	Yes

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

Yes. The premises/offices of the Company are accessible to differently abled employees and workers.

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

The Company is dedicated to providing a fair and inclusive environment for both current employees and job applicants, ensuring that all individuals are treated equitably and free from discrimination. The Company has implemented a policy to uphold non-discrimination based on factors such as age, disability, gender, marital status, race (including color, nationality, and ethnic origin), religion, and other similar grounds.

The Company fosters an equal opportunity workplace with gender-neutral compensation policies and practices.

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 (%)	NA	NA	NA	NA
Female (%)	100%	100%	NA	NA
Total (%)	100%	100%	NA	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

Category	Grievance procedure mechanism in brief
Permanent Employees	The employees can raise their grievances through TCI HRMS portal which will be addressed within timelines
Other than Permanent Employees	
Permanent Workers*	
Other than Permanent Workers	

* Note: The Company does not have Permanent Workers

7. Membership of employees and worker in association(s) or unions recognized by the Company

Category	FY 2025-26			FY 2024-25		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D / C)
Total Permanent Employees	NIL	NIL	NIL	NIL	NIL	NIL
Male	NIL	NIL	NIL	NIL	NIL	NIL
Female	NIL	NIL	NIL	NIL	NIL	NIL
Total Permanent Workers	NIL	NIL	NIL	NIL	NIL	NIL
Male	NIL	NIL	NIL	NIL	NIL	NIL
Female	NIL	NIL	NIL	NIL	NIL	NIL

8. Details of training given to employees and workers:

Particulars	FY 2025-26					FY 2024-25				
	Total (A)	Health and safety measures		Skill upgradation		Total (D)	Health and safety measures		Skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Male	4,613	969	21%	4,290	93%	4,165	325	8%	3,845	92%
Female	163	18	11%	150	92%	154	40	26%	98	64%
Total	4,776	987	21%	4,440	93%	4,319	365	8%	3,943	91%
Workers										
Male	8,049	8,049	100%	724	9%	7,275	7,275	100%	1,088	15%
Female	855	855	100%	111	13%	1,356	1,356	100%	204	15%
Total	8,904	8,904	100%	835	9%	8,631	8,631	100%	1,292	15%

9. Details of performance and career development reviews of employees and workers

Category	FY2025-26			FY2024- 25		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	4,013	4,013	100%	3,915	3,915	100%
Female	152	152	100%	141	141	100%
Total	4,165	4,165	100%	4,056	4,056	100%
Workers						
Male	Nil	Nil	Nil	Nil	Nil	Nil
Female	Nil	Nil	Nil	Nil	Nil	Nil
Total	Nil	Nil	Nil	Nil	Nil	Nil

10. Health and safety management system:

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

The Company has implemented a comprehensive Occupational Health and Safety (OHS) Management System across its operations, covering employees, drivers, and contract workforce. The system focuses on maintaining a safe and healthy work environment through defined safety protocols, regular training and awareness programmes, risk assessments, and the provision of appropriate safety equipment. The Company also promotes the physical, mental, and emotional well-being of its workforce through various health, wellness, and safety initiatives.

Staff Healthcare

The Company is committed to promoting the health and well-being of its workforce by maintaining hygienic and safe working conditions across its offices, warehouses, and branches. Regular health check-ups are conducted for designated employee groups, and awareness initiatives are undertaken to encourage healthy lifestyle practices. The Company also promotes employee wellness through fitness activities, yoga sessions, marathons, and other health and well-being programmes.

Medical & Health Initiatives

The Company supports the physical and mental well-being of its employees through regular health awareness programmes and sessions conducted by healthcare and wellness experts. Employees eligible under statutory requirements are covered under the Employees' State Insurance (ESI) Scheme, while those not covered are provided medical benefits through a Group Medical Insurance Policy. In addition, all employees are covered under a Group Personal Accident Insurance Policy, ensuring comprehensive health and financial protection.

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 follows a structured Hazard Identification and Risk Assessment (HIRA) process to identify and mitigate workplace risks across its operations. Regular risk assessments are conducted for routine activities, while Job Safety Analysis (JSA) and Toolbox Talk/KYT (Kiken Yochi Training) sessions are undertaken before the commencement of non-routine tasks.

To enhance road and workplace safety, the Company conducts defensive driving and safety training programmes for drivers and employees, supported by vehicle health checklists and daily safety briefings. Periodic inspections and internal audits of offices, warehouses, branches, and transshipment facilities are also carried out to identify unsafe conditions and implement corrective actions in a timely manner.

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

Yes. The Company has established a structured safety incident reporting and management system that enables employees and workers to report work-related hazards, unsafe conditions, unsafe acts, accidents, and near-miss incidents. Reported issues are promptly assessed and addressed through appropriate corrective and preventive actions to ensure a safe working environment.

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

Yes. The Company has a well-established process for periodic health check-ups and medical support for its employees in line with its HR policies. These measures are aimed at promoting employee well-being and ensuring timely access to medical assistance where required.

11. Details of safety related incidents.

Safety incident/Number	Category	FY 2025-26	FY 2024-25
Lost time Injury frequency rate (LTIFR) (per one Mn-person hours worked)	Employee	-	-
	Worker	-	-
Total recordable work-related injuries	Employee	-	-
	Worker	-	-
No. of fatalities	Employee	-	-
	Worker	-	-
High-consequence work-related injury or ill health (excluding fatalities)	Employee	-	-
	Worker	-	-

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

The Company maintains a strong safety culture embedded across all levels of operations, with health and safety treated as a core organisational value. Its Occupational Health and Safety (OHS) Management System operates on the "Plan-Do-Check-Act" framework, enabling a structured and continuous improvement approach.

Comprehensive risk assessments are undertaken to identify workplace hazards, with appropriate preventive and corrective measures implemented. All safety incidents, including near-misses, are promptly reported, investigated, and learnings are shared to prevent recurrence. The Company also conducts regular audits and inspections to ensure compliance with internal standards and statutory requirements.

Key measures implemented include regular safety trainings and inductions, mock drills for fire and emergency evacuation, periodic safety audits, and maintenance of fire detection and emergency response systems. Employees are trained on first aid, PPE usage, fire and electrical safety, hazardous material handling, working at heights, and other critical safety practices. The Company also promotes near-miss reporting, behaviour-based safety observations, ergonomic improvements, and employee engagement initiatives such as Safety Weeks and awareness campaigns.

Periodic health check-ups and wellness programmes are also conducted to support employee well-being. Through these initiatives, the Company continues to strengthen its safety culture and works towards achieving a "Zero Harm" workplace.

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

No. of complaints on the following made by employees and workers	FY 2025-26			FY 2024-25		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working conditions	NIL	NIL	-	NIL	NIL	-
Health & safety	NIL	NIL	-	NIL	NIL	-
Total	NIL	NIL	-	NIL	NIL	-

14. Assessments for the year

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

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

The Company is committed to continuously monitoring and improving health and safety practices and working conditions. In the event of an incident, a thorough investigation is conducted to determine the root cause and implement corrective actions. Below is an overview of the steps taken:

- Incident Investigation Team Formation**

Line management forms an incident investigation team within 8 hours of the incident occurrence to ensure timely response.

- Fact Determination**

The investigation team gathers information by recreating the scene (using photographs) and collecting input from key personnel, such as operators and supervisors, to accurately understand the incident.

- Identification of Key Contributing Factors**

The team conducts a root cause analysis to identify physical, human, or system-related factors that may have contributed to the incident.

- Strengthening Relevant Systems**

Systems and procedures are identified for improvement based on the key contributing factors, ensuring a proactive approach to safety.

- **Corrective and Preventive Actions**

Corrective actions are implemented immediately, while preventive actions are recommended for long-term mitigation of similar incidents.

- **Documentation and Communication of Findings**

A detailed incident investigation report is prepared by the safety personnel and local team, which is reviewed and submitted to relevant stakeholders.

- **Implementation and Follow-Up**

The recommended corrective and preventive actions are deployed across branches, with regular follow-ups to ensure they are effectively implemented and sustained.

- **Ongoing Monitoring and Evaluation**

Continuous monitoring is conducted to evaluate the effectiveness of the corrective and preventive actions. This includes feedback loops to refine safety practices and prevent recurrence.

Leadership Indicators

1. Does the entity extend any life insurance or any compensatory package in the event of death of employees and workers (Y/N)

Yes. All employees are covered under the Group Term Life Insurance Policy and Employee benevolent Fund.

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

The Company regularly monitors and tracks the compliance of statutory dues by contractors providing third-party resources as part of the invoice processing checks. Additionally, periodic audits are carried out to ensure compliance.

3. Provide the number of employees / workers having suffered high consequence work related injury / ill health / fatalities (as reported in Q11 of Essential Indicators above), who have been are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:

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

4. Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment? (Yes/ No)

No

5. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	Not Applicable
Working conditions	

6. Provide details of any corrective actions taken or underway to address significant risks/concerns arising from assessments of health and safety practices and working conditions of value chain partners

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

The Company identifies its key stakeholder groups based on their direct and indirect influence on its operations, performance, and long-term value creation. Stakeholder mapping is undertaken to understand expectations and assess their relevance to business objectives and sustainability priorities.

Accordingly, the Company engages with both internal and external stakeholders, including employees, shareholders, customers, communities, suppliers, government and regulatory authorities, partners, and vendors. The Company also periodically interacts with analysts and media to gain broader market insights and enhance transparency.

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 (E-mail, SMS, newspaper, pamphlets, advertisement, community meetings, noticeboard, website, Other)	Frequency of engagement (Annually/ Half yearly/ quarterly / others)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Customer/ business partners	No	Email, SMS, Newspaper publications, Pamphlets, Advertisement, Community Meetings, Notice Board, Website	Ongoing	Maximizing customer delight
Investors and shareholders	No	Notices, announcements, emails, investor/analysts meet/ conference calls, Annual General Meeting	Regular	Performance updates, dividends, profitability, financial stability and regular feedback
Suppliers and vendors	No	Email/SMS/WhatsApp/ Meetings	Ongoing	Performance review and feedback
Media	No	Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website	Regular	Highlighting TCI's initiatives and Journey
Communities	No	Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website	Regular	Interaction as per Corporate Social Responsibility (CSR)
Government authorities	No	Project meetings, seminars, conferences	Regular	Policy matters, Updates on changes in permits, if any, apply for new permits, mandatory disclosures
Employees	No	Internal notices/ announcements, Emails, Updates, campaigns	Regular	Company updates & changes such as policies, announcements of events, campaigns, etc.

Leadership Indicators

1. Provide the processes for consultation between stakeholders and the Board on economic, environmental, and social topics or if consultation is delegated, how is feedback from such consultations provided to the Board

The Company engages with key stakeholders including investors, customers, suppliers, and employees on economic, environmental, and social matters. Inputs received are periodically consolidated and presented to the Board, along with updates on actions taken, for review and guidance.

2. Whether stakeholder consultation is used to support the identification and management of environmental and social topics (Yes / No). If so, provide details of instances as to how the input received from stakeholders on these topics were incorporated into policies and activities of the entity

Through materiality assessment, the Company engages with stakeholders to identify and prioritize issues related to economic, environmental, and social topics.

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

Through its social initiative, the TCI Foundation, the Company strives to make a meaningful impact by addressing complex health, safety, and environmental challenges faced by disadvantaged, vulnerable, and marginalized communities. Under the "TCI Safe Safar" initiative, the Company has successfully raised awareness about the importance of health and road safety among drivers, cleaners, and the broader industry. Its healthcare programs, including the Jaipur Foot Rehabilitation Center (operational for decades), Muskan Clinic, and Khushi Clinic, have collectively supported thousands of beneficiaries. Additionally, the Company furthers its CSR efforts by promoting nationally recognized Olympic sports in India, investing in the Urmila Sports Academy, managed by TCI Foundation, to foster a strong sports culture and pursue excellence in athletics.

Principle 5: Businesses should respect and promote human rights

Essential Indicators

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

Category	FY 2025-26			FY 2024-25		
	Total (A)	No. of employees/ workers covered (B)	% (B/A)	Total (C)	No. of employees /workers covered (D)	% (D/C)
Employees						
Permanent	4,165	3,873	93%	4,940	4,687	95%
Other than permanent	611	580	95%	-	-	-
Total Employees	4,776	4,453	93%	4,940	4,687	95%
Workers						
Permanent	-	-	-	-	-	-
Other than permanent	8,904	8,904	100%	8,631	8,631	100%
Total Workers	8,904	8,904	100%	8,631	8,631	100%

2. Details of minimum wages paid to employees and workers:

Category	FY 2025-26					FY 2024-25				
	Total (A)	Equal to minimum wage		More than minimum wage		Total (D)	Equal to minimum wage		More than minimum wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees-Permanent										
Male	4,013	-	-	4,013	100%	3,915	-	-	3,915	100%
Female	152	-	-	152	100%	141	-	-	141	100%
Employees- Other than Permanent:										
Male	600	-	-	600	100%	767	-	-	767	100%
Female	11	-	-	11	100%	8	-	-	8	100%
Workers- Permanent										
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-
Workers- Other than Permanent										
Male	8,049	7,325	91%	724	9%	7,275	6,585	91%	690	9%
Female	855	796	93%	59	7%	1,356	1,225	90%	131	10%

3. Details of remuneration/salary/wages:

a) Median remuneration/wages:

Category	Male		Female	
	No.	Median remuneration/ salary/ wages of respective category (₹ in Mn.)	No.	Median remuneration/ salary/ wages of respective category (₹ in Mn.)
Board of Directors (BoD)	10	1.47	2	1.26
Key Managerial Personnel	7*	19.47	1	1.46
Employees other than BoD and KMP	4,006	0.36	151	0.45
Workers	8,049	0.02	855	0.02

*includes Chairman & Managing Director and Managing Director also.

b) Gross wages paid to females as % of total wages:

Particulars	FY 2025-26	FY 2024-25
Gross wages paid to females as % of total wages	4.01%	3.97%

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

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

The Company firmly believes that business growth is possible only in a society where human rights are protected and respected. Accordingly, it is committed to upholding human rights across all its operations, providing employees with development opportunities, and offering positive feedback to help them realize their full potential. The company is dedicated to maintaining a safe and healthy work environment where every employee is treated with dignity and respect. It has established appropriate mechanisms for employees, customers, suppliers, and other stakeholders to raise concerns or report any actual or potential violations of the Company's Code, policies, or laws, including those related to human rights.

6. No. of complaints on the following made by employees and workers in the following format:

Nature of complaints	FY 2025-26			FY 2024-25		
	Filed during the year	Pending resolution at the end of year	Remark	Filed during the year	Pending resolution at the end of year	Remark
Sexual harassment	Nil	Nil	Nil	Nil	Nil	Nil
Discrimination at workplace	Nil	Nil	Nil	Nil	Nil	Nil
Child labour	Nil	Nil	Nil	Nil	Nil	Nil
Forced labour/involuntary labour	Nil	Nil	Nil	Nil	Nil	Nil
Wages	Nil	Nil	Nil	Nil	Nil	Nil
Other human rights related issues	Nil	Nil	Nil	Nil	Nil	Nil

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

Particulars	FY 2025-26	FY 2024-25
Total complaints reported under Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	Nil	Nil
Complaints on POSH as a % of female employees / workers	NA	NA
Complaints on POSH upheld	NA	NA

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

An independent Internal Committee (IC), comprising employees from various functions / locations, operates in accordance with the procedures and guidelines outlined in the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013.

Additionally, the Ethics and Whistleblower Policy guarantees that no unfair treatment will be inflicted upon a Whistleblower for reporting a Protected Disclosure under the policy. The Company firmly condemns any form of discrimination, harassment, victimization, or other unfair employment practices against Whistleblowers. Full protection is provided to Whistleblowers against retaliation, threats, intimidation, termination, suspension, disciplinary actions, transfers, demotions, denial of promotions, or any direct or indirect misuse of authority intended to hinder their ability to perform their duties or to make further Protected Disclosures.

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

Yes, human rights requirements form a part of certain business agreements and contracts of the Company.

10. Assessments for the year

Category	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labor	100%
Forced/involuntary labor	100%
Sexual harassment	100%
Discrimination at workplace	100%
Wages	100%

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

There were no significant risks / concerns arising from the human rights assessments.

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

The Company has established a clear governance framework. Its Human Rights Statement outlines the commitment to ensuring all employees and workers are treated with respect and dignity, with zero tolerance for any form of human rights violations or abuse.

Aligned with this philosophy, the Company promotes an open-door policy, providing employees with multiple platforms to raise workplace concerns. A strong and effective grievance resolution mechanism supports this approach.

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

None.

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

Yes, most of the locations are accessible to differently abled persons.

4. Details on assessment of value chain partners:

% of value chain partners (by value of business done with such partners) that were assessed	
Sexual Harassment	
Discrimination at workplace	
Child Labour	
Forced Labour/Involuntary Labour	Not Applicable
Wages	
Others – please specify	

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

Not Applicable

Principle 6: Businesses should respect and make efforts to protect and restore the environment**Essential Indicators****1. Details of total energy consumption (in Joules or multiples) and energy intensity:**

Parameter	(Unit in terajoule-TJ)	
	FY 2025-26	FY 2024-25
From renewable sources		
Total electricity consumption (A)	2.72	2.47
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	-	-
Total energy consumption from renewable sources (A+B+C)	2.72	2.47
From non-renewable sources		
Total electricity consumption (D)	52.19	66.89
Total fuel consumption (E)	1,913.02	2,202.62

(Unit in terajoule-TJ)		
Parameter	FY 2025-26	FY 2024-25
Energy consumption through other sources (F)	-	-
Total energy consumed from non-renewable sources (D+E+F)	1,965.21	2,269.51
Total energy consumed (A+B+C+D+E+F)	1,967.93	2,271.98
Energy intensity per ₹ of turnover (Total energy consumption (GJ)/ turnover in million ₹)	0.000000045	0.000000006
Energy intensity per rupee of turnover adjusted for purchasing power parity (PPP) (Total energy consumption/revenue from operations adjusted for PPP)	0.000000093	0.00000129
Energy intensity in terms of physical output	NA	NA
Energy intensity (optional)- the relevant metric may be selected by the entity	NA	NA
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	

- 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:**

(Unit in kiloliters-KL)		
Water withdrawal by source	FY 2025-26	FY 2024-25
Surface water (A)	-	-
Ground water (B)	-	-
Third party water (C)	39,891.28	36,264.80
Seawater/desalinated water (D)	4,815.32	4,377.56
Others (E)	7,158.36	6,507.60
Total volume of water withdrawal (A+B+C+D+E)	51,864.96	47,149.96
Total volume of water consumption	51,864.96	47,149.96
Water intensity per ₹ of turnover (Total water consumption (kl)/ turnover in million ₹)	0.0000012	0.00000120
Water intensity per ₹ of turnover adjusted for PPP (Total water consumption /revenue from operations adjusted for PPP)	0.0000244	0.00002683
Water intensity in terms of physical output	NA	NA
Water intensity (optional) - the relevant metric may be selected by the entity	NA	NA
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	

- 4. Provide the following details related to water discharged:**

(Unit in kiloliters-KL)		
Water discharge by destination and level of treatment	FY 2025-26	FY 2024-25
Surface water (A)	-	-
No treatment		
With treatment – please specify level of treatment		
Ground water (B)	-	-
No treatment		
With treatment – please specify level of treatment		
Seawater (C)	-	-
No treatment		
With treatment – please specify level of treatment		
Sent to third parties (D)	-	-
No treatment		
With treatment – please specify level of treatment		
Others (E)	-	-
No treatment		
With treatment – please specify level of treatment		
Total water discharged	-	-
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	

5. Has the entity implemented a mechanism for zero liquid discharge? If yes, provide details of its coverage and implementation

No. TCI's operations are primarily related to logistics, transportation and warehousing and do not involve significant industrial effluent generation.

However, the Company has proactively implemented water conservation and wastewater management practices across its operational facilities. These include rainwater harvesting systems, water-efficient fixtures, sewage treatment plants, wastewater reuse mechanisms and regular monitoring of water consumption — all forming part of the Company's broader environmental sustainability framework. The Company is also in the process of implementing a Zero Liquid Discharge (ZLD) system at one of its vehicle cleaning centres, which is currently at the pre-implementation stage. Once operational, this initiative will ensure complete recycling and reuse of wastewater generated at the facility, with no liquid discharge to the external environment.

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

Parameter	(Unit in milligrams-Mg)	
	FY 2025-26	FY 2024-25
NOx	74,084.24	85,180.94
SOx	18,055.01	20,759.38
Particulate matter (PM)	1,793.13	2,061.72
Persistent organic pollutants (POP)	-	-
Volatile organic compounds (VOC)	2,096.64	2,410.69
Hazardous air pollutants (HAP)	42.31	48.64
Others- please specify	16,687.74	19,187.31
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		

7. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity:

Parameter		FY 2025-26	FY 2024-25
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	106,825.14	130,869.55
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	11,346.69	14,542.95
Total Scope 1 and Scope 2 emissions per rupee of turnover	Metric tonnes of CO ₂ equivalent/INR	0.00000292	0.00000369
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)		0.0000595	0.00008276
(Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)			
Total Scope 1 and Scope 2 emission intensity in terms of physical output		NA	NA
Total Scope 1 and Scope 2 emission intensity (optional)- the relevant metric may be selected by the entity		NA	NA
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			

8. Does the entity have any project related to reducing GHG emissions? If yes, then provide details

The Company has undertaken, and continues to strengthen, multiple initiatives focused on the reduction, monitoring and management of greenhouse gas (GHG) emissions across its logistics, transportation, warehousing and supply chain operations — aligned with its long-term sustainability vision of achieving carbon neutrality by FY 2040.

During FY 2025–26, the Company accelerated its green logistics roadmap through multimodal transportation, cleaner fuel adoption, digital optimisation and strategic sustainability collaborations.

Multimodal & Low-Carbon Transportation

TCI operates an integrated multimodal model spanning road, rail, coastal shipping and air, designed to optimize emission intensity across routes. Rail freight — through dedicated freight corridors and the Company's AFTO automobile trains as well as its joint venture with CONCOR — moved close to 3,000 rail rakes in FY 2025–26, enabling significant modal shift from road for bulk and long-haul

consignments. Rail-road solutions on key manufacturing corridors deliver freight cost reductions of 15–25% while materially lowering carbon intensity per tonne-km.

TCI Seaways operates a six-ship fleet connecting major ports — including Nhava Sheva (JNPT), Mundra, Kandla, Chennai, Visakhapatnam and Kolkata–Haldia — and carried over 1.5 lakh TEUs during the year. Two new green-fuel vessels of 7,300 DWT are being inducted in 2026, further strengthening the low-carbon coastal freight offering.

The Company has systematically scaled its cleaner fuel fleet. Between FY 2024–25 and FY 2025–26, BS-VI vehicle deployments increased from 4.22 lakh to 5.60 lakh trips and CNG movements from 60,000 to 71,000 trips. The transition to the cleanest fuel segments accelerated sharply — LNG trips grew from 22 to 180 and electric truck deployments from 21 to 100. The Company also inducted its first two methanol-fired ships, expanding its alternate fuel portfolio to maritime operations.

Together, these initiatives contributed to a total reduction of 0.19 million tonnes of CO₂e during the year.

Alternate fuels are a central pillar of TCI's decarbonisation roadmap. India achieved its E20 ethanol blending target five years ahead of schedule, and the Government launched E85 — an 80–85% ethanol blend for flex-fuel vehicles — on World Environment Day 2026, priced approximately ₹ 20 per litre below petrol and delivering a lifecycle emission reduction of approximately 61%. As India's biofuel retail network scales from 48 to a planned 5,000 outlets by 2027, TCI is actively positioning to participate in this transition — treating flex-fuel, CNG, LNG, electric and hydrogen as a complementary fuel portfolio, matched to route and operational requirements.

Solar and renewable wind energy use was further strengthened at operational facilities during the year.

Emissions Measurement & Industry Collaboration

Through the TCI–IIM Bangalore Supply Chain Sustainability Lab, the Company has been contributing to the development of a sustainable logistics and transport emissions management ecosystem in India. A key output is the Transport Emissions Measurement Tool (TEMT), designed to support emissions estimation, benchmarking and decarbonisation planning for the logistics sector. During FY 2025–26, TEMT was adopted and published on the DPIIT (Department for Promotion of Industry and Internal Trade) platform, strengthening its role as an industry-wide instrument for data-driven carbon accounting.

The Company also continued its engagement with France-based Flying Whales, exploring next-generation low-carbon freight transportation and multimodal logistics innovation.

Afforestation & Carbon Sequestration

As part of its environmental stewardship commitments, the Company received a Carbon Sequestration Certificate during FY 2025–26 for offsetting an estimated 1,505.24 MT of CO₂ over a 15-year period through the plantation of 7,142 trees under an urban afforestation initiative at Chimanazari, Nagpur. The Company further plans to complete the plantation of 24,000 trees as part of its ongoing ecological restoration and climate action programme.

The Company remains committed to progressively decoupling logistics growth from carbon intensity through multimodal optimisation, cleaner mobility, digitalization, operational efficiency and sustainable infrastructure — with carbon neutrality by FY 2040 as its stated destination.

9. Details related to waste management by the entity

(Unit in metric tonnes-MT)		
Category of waste	FY 2025-26	FY 2024-25
Plastic waste (A)	37.58	34.17
E-waste including battery waste (B)	4.97	4.52
Bio-medical waste (C)	-	-
Construction and demolition waste (D)	-	-
Battery waste (E)	-	-
Radioactive waste (F)	-	-
Other hazardous waste (G)	702.62	638.75
Other non-hazardous waste generated (H)	199.80	181.64
Total (A+B+C+D+E+F+G+H)	944.97	859.08
Waste intensity per ₹ of turnover (Total waste generated/revenue from operations)	0.000000022	0.00000002
Waste intensity per ₹ of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated/revenue from operations adjusted for PPP)	0.0000004442	0.00000047
Waste intensity in terms of physical output	NA	NA
Waste intensity (optional) – the relevant metric may be selected by the entity		

For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations

Category of waste	FY 2025-26	FY 2024-25
Recycled (A)	141.54	128.68
Re-used (B)	-	-
Other recovery operations(C)	-	-
Total (A+B+C)	141.54	128.68

For each category of waste generated, total waste disposed by nature of disposal method

Category of waste	FY 2025-26	FY 2024-25
Incineration (A)	-	-
Landfilling (B)	-	-
Other disposal operations (C)	803.44	730.40
Total (A+B+C)	803.44	730.40

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

Not applicable

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

The Company follows responsible waste management practices across its logistics, warehousing and operational facilities in line with applicable environmental regulations and sustainability principles. Waste is segregated at source into hazardous, non-hazardous, dry and wet categories and disposed of through authorized recyclers and pollution-control-approved agencies. Recycling, composting and environmentally responsible disposal practices are adopted across locations.

The Company promotes the principles of Reduce, Reuse, Recover and Recycle (4Rs) through initiatives such as digital documentation, e-consignment notes and e-POD systems to reduce paper usage, along with minimizing single-use plastics and disposable materials across facilities. Sustainable construction practices including use of fly ash bricks, PPC cement and tyre rethreading are also being adopted to reduce environmental impact and material waste.

For specialized logistics operations involving regulated materials, appropriate SOPs, safety protocols and compliance mechanisms are followed for safe handling, storage, transportation and disposal of operational waste such as oils, lubricants, batteries and related materials through authorized agencies.



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

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.
Not Applicable			

Note: The company's offices and warehouses are neither located within nor adjacent to protected areas or ecologically sensitive zones (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones, etc.).

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					

Note: During the current financial year, the Company has not undertaken any projects requiring Environmental Impact Assessment (EIA) under applicable environmental laws and regulations. Hence, this disclosure is 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.

Not applicable to our operations as a logistics company, unless required for a specific project.

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 taken, if any	action
Not Applicable					

Leadership Indicators

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

Not Applicable

2. Details of total scope 3 emissions and its intensity:

Parameter	Please specify unit	FY 2025-26	FY 2024-25
Scope 3 emissions			
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	492,516.99	308,119.65
Total Scope 3 emission per rupee of turnover	Metric tonnes of CO ₂ equivalent	0.0000114	0.0000076
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity	Metric tonnes of CO ₂ equivalent	-	-
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		Not applicable	

3. With respect to the ecologically sensitive areas reported at Question 11 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.

Not applicable.

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

Sr. no	Initiative undertaken	Details of the initiative (web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Green Transportation & Multimodal Logistics	Continued deployment of BS-VI Phase 2 vehicles and increased adoption of LNG, CNG and electric vehicles across identified operations. AI-enabled route optimisation, GPS-based fleet monitoring and telematics systems were further strengthened. Greater use of rail and coastal transportation was promoted to reduce dependency on long-haul road freight.	Reduction in Scope 1 and Scope 3 emissions, improved fuel efficiency, optimized fleet utilization and lower carbon intensity across logistics operations.
2	Sustainable Warehousing & Energy Efficiency	Warehouses and operational facilities adopted rooftop solar systems, LED lighting, HVLS fans, natural ventilation systems, smart energy meters and energy-efficient infrastructure solutions. Green building practices including use of fly ash bricks and PPC cement were also promoted.	Reduction in energy consumption, lower operational carbon footprint and improved resource efficiency across facilities.
3	Digitalisation & Paperless Operations	Expanded use of e-consignment notes, e-POD, digital trip sheets and control tower-enabled monitoring systems to improve operational visibility and reduce paper consumption. AI-enabled logistics planning and operational intelligence tools were also strengthened.	Reduced paper usage, improved operational efficiency, enhanced traceability and faster decision-making.
4	Waste Management & Circular Economy Practices	Waste segregation practices for hazardous, non-hazardous, dry and wet waste were implemented across facilities. Waste disposal and recycling are undertaken through authorized recyclers and pollution-control-approved agencies. Tyre rethreading and reverse logistics solutions supporting EPR compliance were also strengthened.	Improved waste handling and recycling efficiency, reduction in landfill waste and promotion of circular economy practices.
5	Water Conservation & Resource Management	Rainwater harvesting systems, sewage treatment plants (STPs), water recycling systems and low-flow water fixtures were implemented across multiple facilities.	Improved water conservation, reduced water wastage and enhanced sustainable resource management practices.
6	Emissions Measurement & Sustainable Logistics Innovation	Through the TCI-IIM Bangalore Supply Chain Sustainability Lab, the Company continued development of the TEMT (Transport Emissions Measurement Tool) platform for emissions measurement and decarbonisation planning. During FY 2025-26, the TEMT platform was adopted and published on the DPIIT platform. The Company also collaborated with France-based Flying Whales to explore future-ready low-carbon freight transportation solutions.	Strengthened carbon accounting capabilities, enhanced sustainability
7	AFTO (Automobile Freight Train Operations)	TCI operates dedicated automobile freight trains (AFTO) under Indian Railways, enabling large-scale movement of automobiles through rail rather than road. This modal shift significantly reduces per-unit carbon emissions compared to long-haul truck transportation and eases highway congestion.	Modal shift from road to rail for automobile logistics, resulting in substantial reduction in fuel consumption, CO ₂ emissions and road wear per vehicle moved.
8	Bulk Containers & ISO Tank Container Operations	TCI deploys a large fleet of general-purpose bulk containers (8,500+) and ISO liquid tank containers (750+) enabling consolidated, sealed and efficient transportation of bulk cargo and liquid commodities. This reduces spillage, contamination risk and the number of vehicle trips required per consignment.	Reduction in the number of trips required for bulk and liquid cargo movement, lower per-unit emissions, reduced spillage and improved containment safety across operations.
9	Container Trains (Rail Freight Corridors)	TCI utilises container train services on key freight corridors to move containerised cargo by rail, leveraging India's Dedicated Freight Corridor (DFC) network. Rail movement offers significantly lower carbon intensity per tonne-kilometre compared to road freight and supports decarbonisation of long-distance supply chains.	Shift of long-distance freight from road to rail, resulting in measurable reductions in Scope 1 and Scope 3 emissions, improved throughput and reduced logistics cost per tonne-km.
10	Recyclable & Sustainable Packaging Practices	TCI promotes the use of recyclable packaging materials across its warehousing and distribution operations, aligned with Extended Producer Responsibility (EPR) obligations. Clients are encouraged to transition to returnable packaging solutions, and tyre rethreading practices are employed to extend asset life and reduce solid waste generation.	Reduction in single-use packaging waste, extended useful life of packaging assets, improved EPR compliance and promotion of circular economy principles across the supply chain.
11	Electric Shore Power for Temperature-Controlled Reefer Trucks	TCI's temperature-controlled reefer trucks are connected to electric shore power (plug-in electricity points) during loading, unloading and stationary periods at warehouses and distribution hubs, instead of running diesel engines or diesel-powered generator sets (DG sets) for refrigeration.	Significant reduction in diesel consumption and associated CO ₂ and particulate matter emissions during vehicle idle and dwell periods; lower noise pollution and reduced operational fuel costs at warehouse facilities.

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

Yes. The Company has a comprehensive Business Continuity and Disaster Management framework integrated with its operational, technology and quality management systems to ensure resilience, continuity and minimal disruption across its logistics and supply chain operations. A dedicated team of trained subject matter experts and BCP champions oversees implementation, periodic reviews, risk assessments, mock drills and recovery planning across locations.

The framework is supported through digital monitoring systems, control tower-enabled operations, real-time tracking and centralized communication mechanisms to ensure swift response and operational continuity during disruptions. The Company continues to strengthen its resilience capabilities through technology integration, cybersecurity preparedness, infrastructure redundancy and continuous process improvement initiatives across its multimodal logistics network.

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

Significant Adverse Environmental Impact (Value Chain)	Mitigation / Adaptation Measures Undertaken
Tailpipe Emissions & Air Quality Impact from Fleet Operations	Large fleet operations drive emissions (NOx, PM, HC). Mitigation: Shift to BS VI Phase 2 vehicles, CNG/LNG adoption, EV deployment, and multimodal transport (rail/coastal) to lower emission intensity.
Reefer Truck Diesel Idling at Warehouses & Cold Chain Hubs	Diesel use during idle periods at hubs causes emissions and noise. Mitigation: Use of electric shore power at docks eliminates engine idling and DG set use.
Fuel, Oil & Lubricant Spills from Vehicle Maintenance	Maintenance activities risk soil and groundwater contamination. Mitigation: Impermeable bays, spill controls, authorised disposal of oils, and tyre rethreading practices
Hazardous Waste from Workshop & Maintenance Operations	Waste like oil, fluids, batteries and filters pose environmental risks. Mitigation: Segregation at source and disposal via authorised recyclers per regulatory norms.
Water Consumption & Wastewater Discharge	Washing and operations generate wastewater. Mitigation: STPs for treatment and reuse, rainwater harvesting, and water efficiency measures.
Solid & Packaging Waste from Warehousing & Distribution	Warehousing generates plastic and packaging waste. Mitigation: Waste segregation, recycling, EPR compliance, and reverse logistics.
Land Use, Soil Disturbance & Storm water Runoff	Infrastructure development impacts land and water flow. Mitigation: Green construction materials, solar integration, rainwater harvesting, and drainage systems.
Noise Pollution from Fleet & Material Handling Equipment	Fleet and equipment create noise impacts. Mitigation: BS VI vehicles, EV adoption, maintenance, noise monitoring, and PPE.
Vendor & Supply Chain Environmental Compliance	Third-party operations influence overall impact. Mitigation: EHSQ-based vendor selection, cleaner fleet adoption, training, and sustainable supply chain tools.
Indirect Energy Consumption at Warehouses & Cold Chain Facilities	Warehouses and cold chain rely on grid power and DG sets. Mitigation: Rooftop solar, energy-efficient systems, wind energy sourcing, and reduced DG use via shore power.

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

Not Applicable

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

a. By the listed entity: 58,082

b. By the top ten (in terms of value of purchases and sales, respectively) value chain partners : 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. Number of affiliations with trade and industry chambers/ associations and list the top ten (10) trade and industry chambers/associations (determined based on the total members of such body) the entity is a member of/ affiliated to

Sr. no.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/ National)
1	Associated Chambers of Commerce of India (ASSOCHAM)	National
2	All India Management Association (AIMA)	National
3	Confederation of Indian Industry (CII)	National
4	Indo-German Chamber of Commerce (IGCC)	International
5	Indian Chemical Council (ICC)	National
6	All India Transporter's Welfare Association (AITWA)	National
7	Indo French Chamber of Commerce & Industry (IFCCI)	International
8	U.S Chamber of Commerce (USIBC)	International
9	Indo American Chamber of Commerce	International
10	Gulf Petrochemicals and Chemicals Association (GPCA)	International

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

S. No.	Name of authority	Brief of the case	Corrective action taken
Not Applicable			

Leadership Indicator

1. Details of Public policy advocated by the entity

S. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly/ Others – please specify)	Web Link, if available
None					

Principle 8: Businesses should promote inclusive growth and equitable development
Essential Indicators

1. Details of social impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year

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

2. Provide information on project(s) for which ongoing rehabilitation and resettlement is being undertaken by the Company

S. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In INR)
Not applicable						

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

The Company follows a structured grievance redressal mechanism to address community concerns in a timely, fair, and consistent manner. It promotes dialogue-based, non-judicial resolution of issues through a defined escalation process, ensuring that grievances are appropriately reviewed, prioritized, and resolved.

- Receipt & Acknowledgement**

Grievances may be submitted through multiple channels, including email, telephone, written communication, or through local staff. They may also be submitted anonymously or on behalf of others. All grievances are formally acknowledged, and the complainant is informed of the next steps in the resolution process.

- Assessment & Assignment**

Upon receipt, grievances are assessed based on their nature and severity and assigned to the Director of Community Engagement/ TCI Foundation for appropriate review. Matters of higher severity are escalated to senior management to ensure timely investigation and resolution.

- Investigation & Information Gathering**

The assigned authority, in coordination with relevant departments, investigates the grievance and gathers necessary information. The complainant is kept informed of the proposed resolution, and additional details may be sought where required to facilitate appropriate redressal.

- Resolution**

Grievances are resolved through constructive engagement and dialogue with the complainant. Where the resolution is not satisfactory, the matter may be escalated and reviewed by an alternate authority. Upon mutual agreement on the outcome, the grievance is considered duly resolved.

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

	FY 2025-26	FY 2024-25
Directly sourced from MSMEs/ small producers	Not Applicable	
Directly from within India		

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

Location	FY 2025-26	FY 2024-25
Rural	71.20%	71.20%
Semi-urban	3.00%	2.70%
Urban	12.50%	13.20%
Metropolitan	13.30%	12.60%

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

Leadership Indicators

1. Provide details of actions taken to mitigate any negative social impacts identified in the SIA (Reference: question 1 of essential indicators above)

Details of negative social impact identified	Corrective action taken
Not Applicable	

2. Provide the following information on CSR projects undertaken by the Company in designated aspirational districts, as identified by government bodies:

Sr. no.	State	Aspirational District	Amount spent (₹ in Mn)
None			

3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? (Yes/No)
- (b) From which marginalized /vulnerable groups do you procure?
- (c) What percentage of total procurement (by value) does it constitute?

Not Applicable

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

Sl. No	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefit shared (Yes / No)	Basis of calculating benefit share
Not Applicable				

5. Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved.

Name of authority	Brief of the Case	Corrective action taken
Not Applicable		

6. Details of beneficiaries of CSR Projects

S. N.	CSR project	No. of persons benefitted from CSR projects	% of beneficiaries from vulnerable & marginalized groups
1	Ensuring environmental sustainability, ecological balance Schedule VII (iv)	550+ students (additional educational infrastructure for rural students)	100%
2	Promoting education [Schedule VII(ii)]	550+ rural students	100%
3	Training to promote rural sports, nationally recognised sports, Paralympic and Olympic sports [Schedule VII (vii)]	50 athletes given Olympic sports training	100%
4	Promoting health and preventive healthcare [Schedule VII(i)]	19,511 drivers given spectacles 2,043 individuals given artificial limbs	100%

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

The company has a dedicated customer service and engagement team focused on efficiently addressing queries, issues, and grievances. Available during business hours, the team handles requests across different areas and escalates concerns to management when needed. All issues are resolved and closed within a set timeframe, ensuring timely support. Additionally, the team maintains comprehensive records to gather feedback, driving continuous improvements and reducing future complaints. A user-friendly digital complaint management platform is also provided, allowing customers to submit queries and track their resolution status.

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

As a percentage to total turnover	
Environmental and social parameters relevant to the product	
Safe and responsible usage	Not applicable.
Recycling and/or safe disposal	

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

Nature of complaints	FY 2025-26			FY 2024-25		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	-	-	-	-	-	-
Advertising	1	0	Issue originated from one of our vendor partners Social vive using a human image, but we successfully resolved the matter amicably.	-	-	-
Cyber-security	-	-	-	-	-	-
Delivery of essential services	-	-	-	-	-	-
Restrictive Trade Practices	-	-	-	-	-	-
Unfair Trade Practices	-	-	-	-	-	-
Others	-	-	-	-	-	-

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

Number	Reasons for recall
Voluntary recalls	
Forced recalls	Not applicable

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

Yes. The Company has a comprehensive framework governing cyber security and data privacy risks to safeguard information assets and ensure secure business operations. The policy is available on the Company's website at <https://tcil.com/privacy-policy/>.

6. 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

The Company's cybersecurity is managed by an internal IT team, which conducts regular evaluations and implements corrective actions to strengthen the overall security posture.

7. Provide the following information relating to data breaches:

- Number of instances of data breaches: Nil
- Percentage of data breaches involving personally identifiable information of customers: Not applicable.
- Impact, if any, of the data breaches: Not applicable.

Leadership Indicators

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

Please refer the website of the Company <https://tcil.com/services/>.

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

The Company offers clear and easily accessible information. It collaborates with regulatory agencies and utilizes feedback mechanisms, online resources, continuous monitoring and improvement, as well as interactive workshops and training programs

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

The consumers have been notified through various channels, including Advanced Notice, Direct Communication, Website and App Notifications, Public Announcements, Customer Service Channels, and collaboration with Regulatory Agencies.

4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief

Not applicable.

Did your entity carry out any survey with regard to consumer satisfaction relating to the major products/ services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)

Yes, during the challenging COVID-19 pandemic, the Company prioritized serving its customers and carried out a Net Promoter Score (NPS) Survey through digital platforms to assess its success in meeting customer expectations. The survey, led by an in-house team, focused particularly on whether the Company was able to reach even the most remote locations and how approachable its team was in addressing customer inquiries and needs. The Company achieved a positive NPS score of 81, reflecting that the majority of customers were satisfied with the Company's efforts. This result reinforced its "Customer Centric" approach, aligned with its value system "CORE." NPS serves as an indicator of customer engagement and their likelihood of recommending TCI to others, which also highlights the effectiveness of Word of Mouth (WOM) in driving business growth. By capturing the 'Voice of Customers,' the Company can reaffirm its commitment to enhancing customer satisfaction.

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