Sustainability Policy

Titan Company Limited

1. Purpose

Titan Company Limited (the "Company" or "Titan") is committed to integrating **Environmental, Social and Governance (ESG)** principles into its business strategy, operations, products, services and stakeholder relationships. **Pragati** is Titan's integrated sustainability program.

This Sustainability Policy provides the overarching framework for advancing responsible and sustainable business practices across Titan's operations and value chain. It is in alignment with Titan's Pragati vision,

> ***"Elevate the experiences for everyone we touch, by creating a sustainable, responsible, & equitable world"***

This Policy builds on Titan's existing commitment to consider sustainability in business decisions, provide safe and healthy working conditions, adopt clean and green technologies, work with communities and report transparently in line with national and global frameworks.

2. Scope and Applicability

This Policy applies to Titan Company Limited, including its business divisions, manufacturing and assembly facilities, offices, retail operations, employees and activities under its operational control.

The Policy also guides Titan's engagement, as applicable, with subsidiaries, suppliers, vendors, franchisees, distributors, business associates, service providers, customers, communities, investors, regulators and other stakeholders.

3. Sustainability Commitment through Pragati

Through Pragati, Titan pursues time-bound sustainability goals and roadmaps related to climate action, water stewardship, circularity, responsible sourcing, safety, inclusion, community impact, ethics, data privacy and governance. These goals are monitored periodically and disclosed, as applicable, through the Company's statutory and voluntary reporting channels.

4. Guiding Principles

1. **Tata values and ethical conduct:** Titan conducts business with integrity, fairness, transparency and accountability, guided by the Tata Code of Conduct (TCoC) and internal governance practices, as applicable.
2. **Stakeholder centricity and engagement:** Titan engages with relevant stakeholders to understand and respond to their expectations, concerns and priorities.
3. **Environmental responsibility:** Titan works towards reducing its environmental footprint and promoting responsible resource use, climate action, water stewardship, circularity and ecological restoration.
4. **Inclusive and equitable growth:** Titan promotes safe, inclusive, equitable and empowering workplaces and contributes to community development.

5. **Responsible value chain:** Titan works with suppliers, vendors, franchisees and other business partners to promote responsible practices.
6. **Materiality-led action:** Titan periodically assesses material sustainability topics and stakeholder expectations to guide its strategy, programs and disclosures.
7. **Policy and regulatory considerations:** Titan works in accordance with applicable regulations such as Business Responsibility and Sustainability Reporting (BRSR) and TATA group level policies (AALINGANA) and continuously improves its sustainability systems, performance and disclosures.

5. Policy Focus Areas

Titan pursues sustainability through the following focus areas under Pragati:

- **Actively pursuing environmental stewardship**: Titan works to reduce its environmental footprint through climate action, responsible water management, circular economy practices and ecological restoration initiatives. Titan promotes responsible design, recycled or sustainable materials and lifecycle considerations wherever feasible.

- **Championing social practices and community betterment:** Titan promotes safe and healthy work environment, employee wellbeing, capability building, equal opportunities, diversity, equity and inclusion. Titan contributes to the wellbeing and development of communities through Corporate Social Responsibility (CSR) programs which are guided by Titan's CSR Policy.

- **Sustaining benchmarks in ethics and governance**: Titan conducts business with integrity, fairness, transparency and accountability, guided by the TCoC and internal policies on ethics, anti-corruption, anti-bribery, conflict of interest, fair competition, whistleblower protection, data privacy, information security and corporate governance.

- **Partnering for impact in value-chain sustainability**: Titan strives for responsible sourcing of key materials and works with suppliers, vendors, franchisees, distributors and business associates to promote responsible and sustainable practices.

6. Sustainability Governance, Monitoring and Reporting

Titan has constituted a Corporate Social Responsibility and Sustainability Committee of the Board ("CSRS Committee") for formulating and approving Titan's sustainability priorities and annual action plan under Pragati. Titan has defined responsibilities across corporate functions, business divisions and operating locations for implementing sustainability initiatives and tracking progress against relevant goals and roadmaps. The implementation roadmaps are reviewed quarterly by the CSRS Committee and necessary strategic direction to achieve the desired outcomes are provided.

Titan maintains appropriate ESG data management, internal control and reporting processes to enable credible, consistent and timely disclosures under applicable statutory and voluntary frameworks, including Business Responsibility and Sustainability Report (BRSR), Integrated Reporting, Annual Report, CSR disclosures and other recognised ESG reporting platforms, as applicable, and supported by independent third-party verification.

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7. Implementation

Implementation of this Policy is supported by Pragati goals and roadmaps, business division-level sustainability action plans, ESG data monitoring and reporting systems, supplier and partner engagement programs, CSR annual action plans, employee awareness and capability-building initiatives and relevant internal policies, codes, standards and operating procedures.

8. Review and Amendment

This Policy shall be reviewed periodically, or earlier if required, due to changes in law, regulation, business strategy, materiality outcomes, stakeholder expectations, sustainability frameworks or internal governance requirements and shall be approved in accordance with Titan's applicable governance processes.

Ajoy Chawla

Ajoy Chawla
Managing Director

Dated: 17 July 2026