

Related Party Transactions Policy

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Table of Contents

Particulars	Page Number
Regulatory Requirement	3
RPTs – Framework for Identification and Internal Recording	3
Material modifications to Related Party Transactions	6
Transactions with Related Parties – Internal Control Framework	7
Voting on the Resolution for Approval of RPT	12
Audit Committee Approval Mechanism	12
Board and Shareholders' approval Mechanism	13
Disclosure	13
Amendments	13
Limitation	13

A. REGULATORY REQUIREMENT

Tech Mahindra Limited ('Tech M') is an Indian multinational, provider of information technology (IT), networking technology solutions and business support services to its customers in & outside India. It operates outside India through its subsidiaries & it has also acquired companies over the years to strengthen its market presence, its product portfolio & many of these companies continue to operate as separate companies. Tech M is a part of Mahindra & Mahindra, a large Indian Conglomerate. As a part of the business activity, the Company deals with entities which are related parties. The purpose of this policy is to lay down the guiding principles, mechanism, for approvals of different bodies and reporting framework.

The Companies Act, 2013 (The 'Act'), gives emphasis on Related Party Transactions ('RPT's'). Provisions of the Act along with the relevant Rules governing RPT's have come into effect from April 1, 2014 with several amendments over a period.

SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 (hereinafter referred to as the 'Listing Regulations') also provides additional requirements for RPTs and comes into effect from December 2, 2015, with several amendments, enactments thereof over a period of time. Pursuant to the provisions of Listing Regulations every listed Company is required to formulate a policy on materiality of RPTs and also on dealing with RPTs, further every three years policy is required to be reviewed by Audit Committee.

B. RPTS – FRAMEWORK FOR IDENTIFICATION AND INTERNAL RECORDING

Relatives and Related Party Identification

Under the Act, "relatives", with reference to any person, means anyone who is related to another, if -

- i. they are members of a Hindu Undivided Family;
- ii. they are husband and wife; or
- iii. one person is related to other in the manner mentioned below:
 - a. Father (Father includes step-father)
 - b. Mother (Mother includes the step-mother)
 - c. Son (Son includes the step-son)
 - d. Son's wife
 - e. Daughter
 - f. Daughter's husband
 - g. Brother (Brother includes the step-brother)
 - h. Sister (Sister includes the step-sister)

Under the Act, related party with reference to a Company, means –

- i. a director or his relative;

- ii. a key managerial personnel or his relative;
- iii. a firm, in which a director, manager or his relative is a partner;
- iv. a private company in which a director or manager or his relative is a member or director;
- v. a public company in which a director or manager is a director and holds along with his relatives, more than two per cent. of its paid-up share capital;
- vi. any body corporate whose Board of Directors, managing director or manager is accustomed to act in accordance with the advice, directions or instructions of a director or manager;
- vii. any person on whose advice, directions or instructions a director or manager is accustomed to act

Nothing in (vi) and (vii) above apply to the advice, directions or instructions given in a professional capacity;

viii. any body corporate which is—

(A) a holding, subsidiary or an associate company of such body corporate ; or

(B) a subsidiary of a holding company to which it is also a subsidiary;

(C) an investing company or the venturer of the company

Explanation- For the purpose of this clause “the investing company or the venturer of a company” means a body corporate whose investment in the company would result in the company becoming an associate company of the body corporate.

ix. such other person as may be prescribed i.e. a director other than independent director or key managerial personnel of the holding company or his relative with reference to a company.

Under the Act , an Associate Company in relation to other company means -

A Company in which that other company has a significant influence, but which is not a subsidiary company of the company having such influence and includes a joint venture company.

“Significant influence” means control of atleast 20% of total voting power or control of or participation in business decision under an agreement.

“Joint venture” means a joint arrangement whereby the parties that have joint control of the arrangement have rights to net assets of the arrangements.

As per Listing Regulations a related party means-

A related party as defined under the Act or under the applicable accounting standards.

“Provided that:

(a) any person or entity forming a part of the promoter or promoter group of the listed entity;
or

- (b) any person or any entity, holding equity shares:
 - (i) of twenty per cent or more; or
 - (ii) of ten per cent or more, with effect from April 1, 2023;

in the listed entity either directly or on a beneficial interest basis as provided under section 89 of the Companies Act, 2013, at any time, during the immediate preceding financial year; shall be deemed to be a related party:”

Provided further that this definition shall not be applicable for the units issued by mutual funds which are listed on a recognized stock exchanges.

Definition of “**Control**” under the Act include the right to appoint majority of the directors or to control the management or policy decisions exercisable by a person or persons acting individually or in concert, directly or indirectly, including by virtue of their shareholding or management rights or shareholders agreements or voting agreements or in any other manner.

Record of Related Parties – Responsibility

Related party identification including the relatives of directors and Key Managerial Personnel (KMPs) will be the responsibility of the Company Secretary. The list of related parties will be maintained by the Secretarial Department based on inputs / data received from the Directors and KMPs, SPAs/JV agreements entered into by the Company, capital structure, investment made by the Company etc. While preparing the list of related parties, following will be relevant:

- i) Exclusion of person from the list of relatives as a consequence of change in definition of “relative”;
- ii) List of companies to be considered as subsidiaries, associates and joint ventures based on the change in the definitions including that of subsidiary company and associate company;
- iii) Ongoing changes

It will be the responsibility of the Directors and KMPs to keep the Company updated immediately if there is a change in any of the declarations provided at the beginning of the year.

Related Party Transaction

The Act covers the following RPTs:

- i. sale, purchase or supply of any goods or materials;
- ii. selling or otherwise disposing of, or buying, property of any kind;
- iii. leasing of property of any kind;
- iv. availing or rendering of any services;
- v. appointment of any agent for purchase or sale of goods, materials, services or property;
- vi. such related party's appointment to any office or place of profit in the company, its subsidiary company or associate company; and
- vii. underwriting the subscription of any securities or derivatives thereof, of the company;

As per Listing Regulations, a RPT is a transfer of resources, services or obligations between a company and a related party, regardless of whether a price is charged *between* -..

- a) The Company or any of its subsidiaries on one hand and a Related Party of the Company or any of its subsidiaries on the other hand; or
- b) The Company or any of its subsidiaries on one hand, and any other person or entity on the other hand, the purpose and effect of which is to benefit a Related Party of the Company or any of its subsidiaries. (effective from April 1, 2023):

Provided that the following shall not be a Related Party Transaction:

- a) the issue of specified securities on a preferential basis, subject to compliance of the requirements under the Securities and Exchange Board of India (Issue of Capital and Disclosure Requirements) Regulations, 2018;
- b) the following corporate actions by the listed entity which are uniformly applicable/offered to all shareholders in proportion to their shareholding:
 - i. payment of dividend;
 - ii. subdivision or consolidation of securities;
 - iii. issuance of securities by way of a rights issue or a bonus issue; and
 - iv. buy-back of securities.

For the purpose of the above, a Related Party Transaction shall include a single transaction or a group of transactions in a contract, with a Related Party

The requirement under Listing Regulations requires that for a listed Company, all RPTs are to be pre-approved by the Audit Committee. Hence, before entering into a RPT, the Finance Controller of Tech Mahindra will collate all the relevant information about the contract/arrangement/ transaction viz., name of the related party and nature of relationship, nature of transaction etc. (Appendix 1 contains the format to capture information).

Along with the above information, the CFO and the Company Secretary will prepare a management note with justification for entering into the contract/arrangement/transaction which will also include whether the transaction is in the ordinary course of business and at arm's length.

C. Material modifications to Related Party Transactions

Material modifications to Related Party Transactions shall mean modification to the related party transaction which individually or taken together with previous modifications pertaining to the same transaction, exceeds the limit of 1/3rd of the approved transaction or change in such other terms and conditions viz. Nature / Tenure of Transaction etc. which may substantially change the nature of transaction, in the opinion of the Audit Committee.

D. TRANSACTIONS WITH RELATED PARTIES – INTERNAL CONTROL FRAMEWORK

The Companies Act, 2013 (the ‘Act’) requires a prior approval of RPTs which are not in the ordinary course of business or are not at arm’s length or both, by the Board as well as by shareholders by a resolution if the RPT exceeds following thresholds, with concerned related party abstaining from voting (Section 188):

Nature of transaction	Transaction value
Sale, purchase or supply of any goods or materials directly or through appointment of agents [Section 188 (1) (a) & (e)]	• 10% or more of annual turnover of the Company.
Buying, selling or disposing of property of any kind directly or through appointment of agents [Section 188 (1) (b) & (e)]	• 10% or more of net worth of the Company.
Leasing of any kind of property [Section 188 (1) (c)]	• 10% or more of turnover of the Company.
Availing or rendering of any services directly or through appointment of agents [Section 188 (1) (d) & (e)]	• 10% or more of turnover of the Company.
Appointment to any office or place of profit in the company, its subsidiary company or associate company [Section 188 (1) (f)]	Monthly remuneration > Rs. 250,000
Remuneration for underwriting the subscription of any securities in or derivatives thereof [Section 188 (1) (g)]	> 1% of net worth of the Company.

Turnover or Net Worth shall be as per annual Audited Financial Statement of the preceding Financial year.

The Act also requires that ‘all’ RPTs, including any modification thereto, are approved by the Audit Committee. (Section177).

Requirements under Listing Regulations

In terms of Listing Regulations, the listed entity to formulate a policy on materiality of RPTs and on dealing with RPTs including clear threshold limits duly approved by the Board of Directors. Such policy to be reviewed by the Board of Directors at least once every three years and updated accordingly.

The Audit Committee will approve the RPTs in following manner:

RPTs to be pre-approved by the Audit Committee. However, the Audit Committee is empowered to grant omnibus approval for RPTs to be entered into by the Company on following conditions:

- a. The Audit Committee shall lay down the criteria for granting the omnibus approval in line with the policy on Related Party Transactions of the company and such approval shall be applicable in respect of transactions which are repetitive in nature.

- b. The Audit Committee shall satisfy itself the need for such omnibus approval and that such approval is in the interest of the company;
- c. Such omnibus approval shall specify following:
 - (i) the name/s of the related party, nature of transaction, period of transaction, maximum amount of transaction that can be entered into;
 - (ii) the indicative base price / current contracted price and the formula for variation in the price if any; and
 - (iii) such other conditions as the Audit Committee may deem fit.
- d. Where the need for Related Party Transaction cannot be foreseen and aforesaid details are not available, Audit Committee may grant omnibus approval for such transactions subject to their value not exceeding Rs. 1 crore per transaction
- e. Audit Committee shall review, at least on a quarterly basis, the details of RPTs entered into by the company pursuant to each of the omnibus approval given.
- f. Such omnibus approvals shall be valid for a period not exceeding 1 year and shall require fresh approvals after the expiry of 1 year.

Exception to the above requirements is the transactions entered into between a holding company and its wholly owned subsidiary whose accounts are consolidated with such holding company and placed before the shareholders at the general meeting for approval.

All existing material related party contracts or arrangements entered into prior to the date of notification of these regulations and which may continue beyond such date shall be placed for approval of the shareholders in the first General Meeting subsequent to notification of these regulations.

Material Related Party Transaction

Listing Regulations requires approval of all material RPT's and subsequent material modifications as defined by Audit Committee shall require prior approval of the shareholders through a resolution, with related parties abstaining from voting. A transaction is considered material if the transaction/transactions to be entered into individually or taken together with previous transactions during a financial year, exceeds rupees one thousand crores or ten percent of the annual consolidated turnover of the Company as per the last audited financial statements of the Company.

Notwithstanding the above a transaction involving payments made to RPTs with respect to brand usage or royalty shall be considered material if the transaction(s) to be entered individually or taken together with previous transactions during a financial year exceeds five percent of the annual consolidated turnover of the Company as per last audited financial statements of the Company*.

*inserted consequent to SEBI (Listing Obligations and Disclosure Requirements) (Amendment) Regulation 2018

Arm's length

The term Arm's length transaction is defined under the Act as follows:

“Arm's length transaction means a transaction between two related parties that is conducted as if they were unrelated, so that there is no conflict of interest”.

Pricing may not be the only determinant of a transaction being at arm's length though it is an important factor. Therefore, the company would apply judgment to conclude whether a transaction can be considered to be on an arm's length basis. The following has been considered to be helpful in concluding whether a transaction is on an arm's length basis:

- The transaction is as per the prevailing price list / pricing policy / market price / at the same price (or margin) at which entered into with independent third parties;
- The transaction is in line with third party quotations / bids;
- The transaction is at a price / rate in line with Government guidelines / industry body (say NAASCOM, CII / ASSOCHAM etc. data) / specifications where relevant;
- Cost sharing arrangements, where costs are shared based on the benefit derived;
- Taking assistance of an expert – valuation specialist;
- Principles under the transfer pricing guidelines (considering whether the pricing would be in line with what would have been charged to an unrelated party, without any conflict of interest)

Some of the cases in the examples covered in Standard on Auditing 550 on Related Parties (SA 550) below also cover pricing and therefore will be considered relevant for arm's length pricing as well.

Ordinary course of business

The term ordinary course of business is not defined under the Act or the Rules thereunder. Therefore, it would depend on facts and circumstances of each case. The company would therefore exercise judgment to conclude whether a transaction can be considered to be in the ordinary course of business.

Examples of transactions that the Company would consider to be in the ordinary course of business would include those that form part of the Revenue from Operations, the costs of goods sold, and the normal expenses incurred for operating the business (considering the business rationale and without any conflicted terms and conditions as compared to transactions with independent third parties).

A transaction proposed to be disclosed as part of other income or other expenses, exceptional or extraordinary will generally be assessed on a case-to-case basis as to whether they could be considered to be in the ordinary course of business.

The Application and Other Explanatory Material of SA 550 on Related Parties issued by the ICAI provides examples of transactions that can be considered to be outside the entity's normal course of business (akin to ordinary course of business). Although these are not conclusive, they will be considered as guidance to be used, based on facts and circumstances, to conclude as to whether a transaction can be considered to be in the ordinary course of business.

The examples provided in SA 550 that may be considered to be outside the entity's normal course of business include:

- Complex equity transactions, such as corporate restructurings or acquisitions;
- Transactions with offshore entities in jurisdictions with weak corporate laws;
- The leasing of premises or the rendering of management services by the entity to another party if no consideration is exchanged;
- Sales transactions with unusually large discounts or returns.
- Transactions with circular arrangements, for example, sales with a commitment to repurchase;
- Transactions under contracts whose terms are changed before expiry.

Based on the results of the analysis, the CFO /Company Secretary would bucket the transactions into the following 4 categories:

- (i) In the ordinary course of business and at arm's length
- (ii) Not in the ordinary course of business but at arm's length
- (iii) In the ordinary course of business but not at arm's length
- (iv) Not in the ordinary course of business and not at arm's length basis

For items in (i) to (iv) prior consent of Audit Committee will be required under Act.

However, for items in (ii) to (iv), in addition to prior consent of Audit Committee, prior approval of Board of Directors and prior approval of the shareholders will also be required if the transaction to be entered into individually or taken together with previous transaction(s) during the financial year exceeds the threshold provided above or such limits as may be amended from time to time.

For item (i) to (iv) above, prior approval of the Audit Committee will be required as per Listing Regulations unless such transaction is covered by an omnibus approval granted by the Audit Committee from time to time. If the transaction with a related party is a Material RPT, then such Material RPT shall require approval of the Board and also that of shareholders through a resolution and all related parties shall abstain from voting on such resolutions irrespective of whether the entity is a party to the particular transaction or not.

The CFO will bring such Material RPT to the attention of the Audit Committee so that the Board and Shareholders' Approval can be sought, if required.

Most of the transactions which Tech Mahindra are with its wholly owned subsidiaries promoted/acquired for furthering its business interest & the transactions are in the ordinary course of the business. It is pertinent to note here that the provisions of the Act and the Listing Regulations excludes the transactions between the company & its wholly owned subsidiaries whose accounts are consolidated with the Company and placed before the shareholders at the general meeting for approval from the purview of the related party transactions. Based on the above, the Audit Committee will peruse the proposed transaction and where appropriate and satisfied, pre-approve the same.

Related Party, Relatives and RPTs – System and Process Controls

In line with the requirements of Listing Regulations and the Act, the Company will follow the steps mentioned hereinbelow, for approval of RPTs:

- a. Place all RPTs irrespective of them being in the ordinary course of business or at arm's length before the Audit Committee in their first meeting of every financial year.
- b. Based on the Company policy, any transaction with parties covered in a restricted list i.e. entities with whom the Company cannot enter into contracts or transactions unless approved, will not be undertaken unless confirmation has been obtained from the Secretarial Department that such transactions are pre-approved by the Audit Committee
- c. Based on declaration received from the Directors and KMPs list of all related parties and their relatives will be updated in the IT System. One master list will be maintained by the secretarial team of all Related Parties.
- d. Immediately after a change occurs, the relevant related party is required to provide the update to the Company and the Company Secretary will accordingly update the related party list and an intimation will be sent to Finance Controller for updating in the IT System.
- e. Once the system is updated by the relevant team, the CFO will be responsible to approve the accuracy of the same in the IT system.
- f. Once the Audit Committee approves the transactions, the subsequent events in the IT systems viz., raising of PR/PO/SO will be done and will be approved by the CFO/ Company Secretary or the delegated authority, if applicable.
- g. On a monthly basis, the transactions of all the related parties from the IT Systems will be generated and analyzed by the Head of Accounts and the same will be shared with the CFO/Company Secretary for their review.
- h. The Company will seek omnibus approval of the Audit Committee on a yearly basis for RPTs of repetitive in nature provided required information is available.
- i. Approval of shareholders will be obtained for all material RPT's. Materiality in this regard means if the transaction(s) to be entered into individually or taken together with previous transactions during a financial year, exceeds rupees one thousand crore or ten per cent of the annual consolidated turnover of the Company as per the last audited financial statements of the Company, whichever is lower." except in case of RPTs with its wholly owned subsidiary.

E. VOTING ON THE RESOLUTION FOR APPROVAL OF RPT

- a. No director will participate in any audit committee meeting / Board meeting discussion for approval of RPT in which he / she is interested.
- b. Only those members of the audit committee, who are independent directors, shall approve related party transactions
- c. No interested / concerned related party with whom transaction is to be entered will vote on the resolution for approval of RPT in the general meeting and all related parties (irrespective of whether the entity is a party to the particular transaction or not) will not vote in a resolution for approval of Material RPT.

F. AUDIT COMMITTEE APPROVAL MECHANISM

The following will require approval of the Audit Committee:

- a. Noting of all existing related party contracts or arrangements that are subsisting as on April 1, 2014.
- b. All RPTs will be submitted to the Audit Committee for prior approval irrespective whether such transactions are in the ordinary course of business or at arm's length or not. Prior approval: Where the Company enters into a contract / transaction with a related party, which stipulates details of every transaction like nature of the transaction, period of transaction, contract price or methodology of price determination, maximum amount of transaction, credit terms etc., prior approval once given by the Audit Committee would suffice and Audit Committee would only note the transactions that are entered into pursuant to such master agreement and will not require any additional approval of the Audit Committee.
- c. **Omnibus approval:** Omnibus approval of Audit Committee will be taken for transactions with related parties where besides mentioning names, nature of transaction, period of transaction, maximum amount of transaction there will also be a mention of the base / contracted price and formula for variation in the price. This approval will be valid for a period of 1 year.
- d. **Omnibus blanket approval:** Omnibus blanket approval of Audit Committee will be taken for transactions with related parties subject to a cap of Rs.1 crore per transaction with a validity of 1 year to cover situations where transaction cannot be foreseen and details as per point D above are not available.
- e. The Audit Committee shall review on a quarterly basis, the details of RPTs entered into by the Company pursuant to the omnibus approval.

G. BOARD AND SHAREHOLDERS' APPROVAL MECHANISM

The following transactions will require approval of the Board of Directors and Shareholders

- a. Not in the ordinary course of business but at arm's length
- b. In the ordinary course of business but not at arm's length
- c. Not in the ordinary course of business and not at arm's length basis
- d. Material RPT's i.e. transactions exceeding rupees one thousand crore or ten per cent of the annual consolidated turnover of the Company as per the last audited financial statements of the Company, whichever is lower. - whether in the ordinary course of business or at arm's length or not unless exempted under Listing Regulations.

H. DISCLOSURE

- a. The Company will disclose to the Stock Exchange along with the compliance report on corporate governance on a quarterly basis details of RPTs with related parties.
- b. The Company will disclose the Policy on dealing with RPTs on its website.
- c. Director's report will contain details of contracts or arrangements or transactions that are
 - (i) not at arm's length basis and
 - (ii) material and at arm's length basis.
- d. Annual Report shall contain Related Party Disclosures as stated in Schedule V of Regulations.

The Company shall make such disclosures in such format every six months within the timelines prescribed under the Listing Regulations.

I. AMENDMENTS

The Audit Committee may, in case of any regulatory changes, amend any provision(s) or substitute any of the provision(s) with the new provision(s) or replace the Policy entirely with a new Policy and recommend the same to the Board for its approval.

J. LIMITATION

In the event of any conflict between the provisions of this Policy and of the Act or Listing Regulations or any other statutory modification or enactments thereof in the rules or Regulations, in such case Regulations or such Statutory enactments shall prevail over this Policy, and any subsequent amendment/modification/ enactment in the Act or Listing Regulations shall apply mutatis mutandis to this Policy.