

Tech Mahindra

Beyond ESG

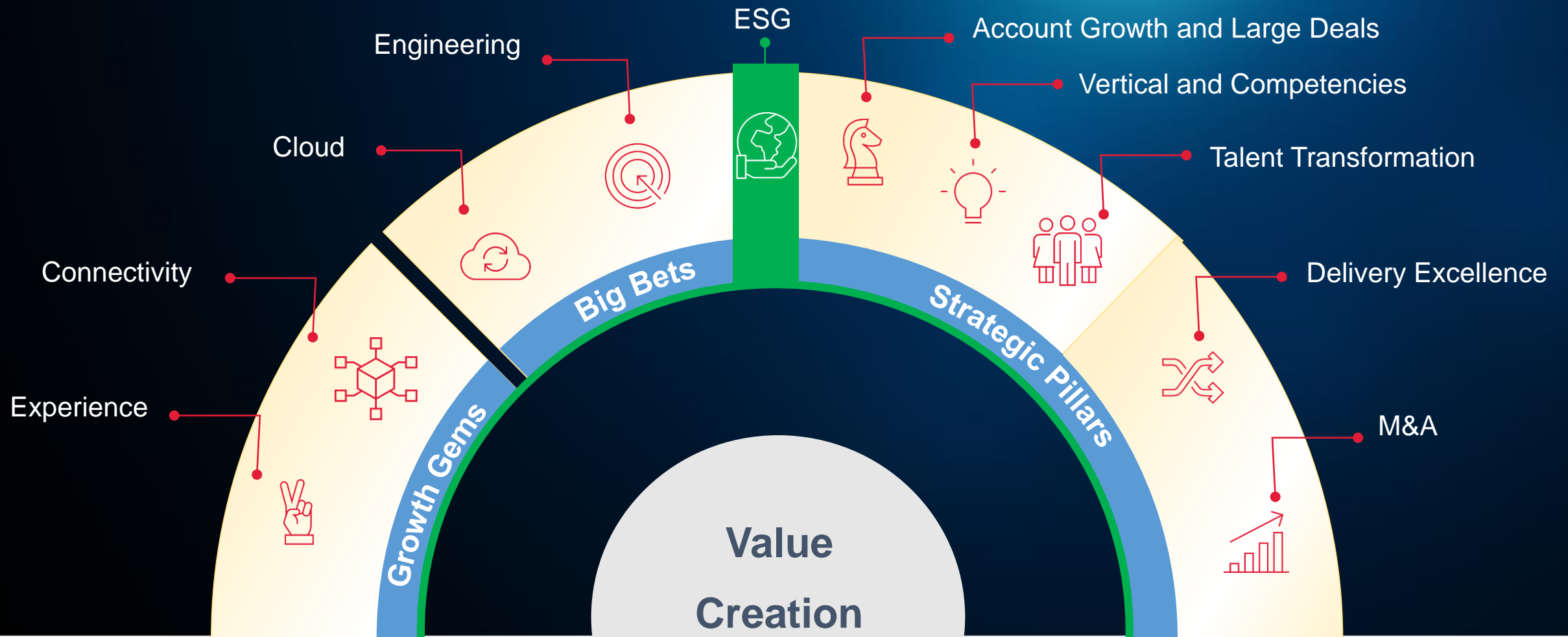


**Connected World.
Connected
Experiences.**



NXT.NOW

Tech
Mahindra



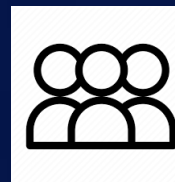
Who We Are

VISION

We will continue to RISE to be an agile, customer-centric and purpose-led company delivering best-in-class technology led business solutions for our stakeholders.

WE ARE WHAT WE DO

We are a Data and Innovation-driven Organization. We are Bringing to Fore our Knowledge, Assets and Rich Data acquired over the Decade along with New Capabilities added through Acquisitions and Strategic Alliances to Shape the Future of our Customers in this New Normal with our NXT.NOW Strategy.



141,100+
Associates



1123
Global Customers



USD 5.1 Bn
Total Revenue



90+
Countries where we drive
technology

Our Awards & Recognitions



The only Indian company out of 44 companies that have been awarded **HRH The Prince of Wales' Terra Carta Seal**

**Carbon
Clean 200**

The only Indian company to be listed in **Carbon Clean 200** by Corporate Knights and As You Sow



DJSI World Index 2021
One amongst only 5 IT companies from India
DJSI Emerging Markets 2021
One of only 15 Indian Companies



Carbon Disclosure Project 2020
The only Indian IT company to score 'A' in both CDP Climate and CDP Water



FTSE4Good Index 2021
Constituent of Financial Times Stock Exchange-Russell Group



EcoVadis
Awarded Gold rating with 94 percentile



CDP SER
Included in the Climate Disclosure Project Supplier Engagement Rating (SER) A list 2020



Awarded Prime status by **ISS**



SUSTAINALYTICS
Leaders with 99 percentile, and an overall ESG Score of 84



Business World in collaboration with Sustain Labs Paris
Scored A+ and included in the top 5 of India's most Sustainable companies



S&P Global- Sustainability Yearbook 2021
Awarded with Bronze Class & included in Top 10 IT Service Companies Globally



Telecom Industry Association
Awarded 'Gold' rating

Our Journey

2016

- Listed in **Dow Jones Sustainability Indices (DJSI)**, and rated "A" in **CDP Climate Change**
- Won **ASSOCHAM** Award
- Constituent of the **FTSE4Good Emerging Index**
- Rated Gold in **CII Sustainability Plus Corporate Assessments**

2017

- Listed in **DJSI World Index & Emerging markets**
- Silver Class distinction in the **DJSI Sustainability Yearbook**
- Listed as 'Rising Star' in the **CDP's India Leaders**
- Member of **UNGC**
- **CDP Global Supplier A List**
- **FTSE4Good Emerging Index**

2018

- Made it to **DJSI World Ranking & DJSI Emerging Markets Index**
- World Leader for Supplier engagement on Climate Change by **CDP**
- Listed as a 'Rising Star' in the **CDP's India Leaders**
- Emission targets approved by **SBTi**
- Awarded Prime status by **ISS-oekom**
- Included in the **RobecoSAM Sustainability Yearbook** & received Silver Class distinction
- Awarded 'Silver CSR Rating' by **EcoVadis**
- Constituent of the **FTSE4Good Index**

2019

- Recognized as part of **CDP Global Supplier A List & Leadership** ranking of A- in **CDP**
- **Dow Jones Sustainability Indices (DJSI) 2019**: Ranked among the Top 6 companies of the world in the "TSV* IT services & Internet Software and Services" segment
- **DJSI World Index 2019**: Re-emerged as a leader in Sustainability
- **DJSI Emerging Market category 2019**: One of 12 Indian companies
- World Leader for Supplier engagement on Climate Change by **CDP**
- Included in the **RobecoSAM2019 Sustainability Yearbook** with a Silver Class distinction
- Awarded Prime status by **ISS-OEKOM**, our sustainability
- Achieved 'Silver CSR rating' by **ECOVADIS**
- Constituent of **FTSE4Good Index Series**
- Signatory to **UNGC**
- **SBTi** targets approved

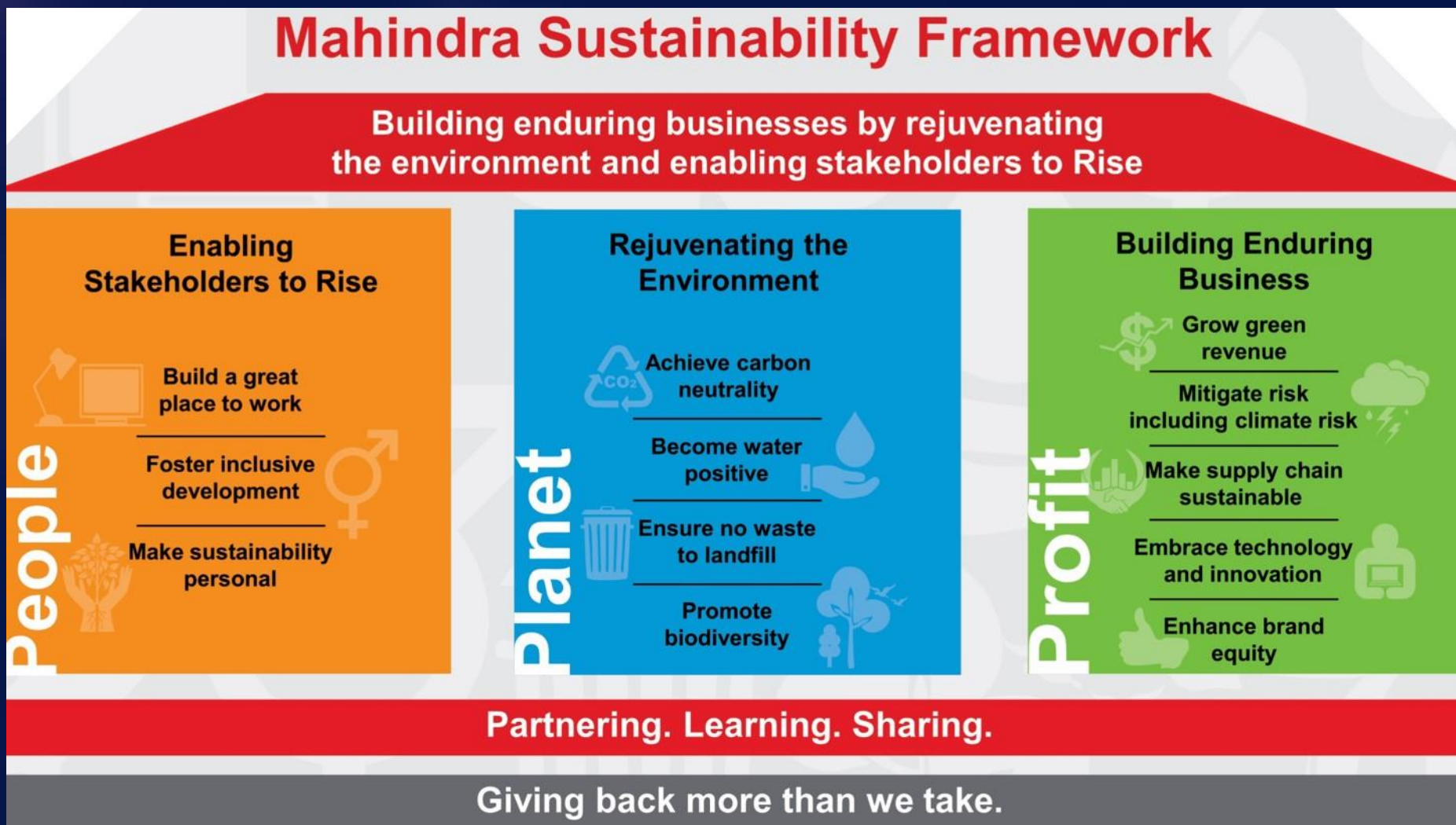
2020

- Recognized as part of **CDP Global Supplier A List & Leadership** ranking of A in **CDP**
- **DJSI World Index 2020**: One amongst only 3 IT companies from India
- **DJSI Emerging Markets 2020**: One of only 11 Indian Companies
- Constituent of **FTSE4Good Index Series**
- Awarded Highest 'Gold CSR Rating' by **EcoVadis** with 94%.
- **Microsoft Global Supplier Leadership Award** on Climate Change 2019
- Achieved GOLD performance level in **TIA** which is accredited by ANSI
- Awarded Prime status by **ISS**, our sustainability performance among the best 10% in the sector
- Signatory to **UNGC**

2021

- **Carbon Disclosure Project 2020**: The only Indian IT company to score 'A' in both **CDP Climate** and **CDP Water**
- **CDP SER**: Included in the Climate Disclosure Project (CDP) Supplier Engagement Rating (SER) A list 2020
- **Dow Jones Sustainability Indices (DJSI) 2021**: Ranked 1st amongst top IT firms of the world in "TSV IT services & Internet Software and Services" segment
- **DJSI World Index 2021**: One amongst only 5 IT companies from India
- **DJSI Emerging Markets 2021**: One amongst only 15 IT companies from India
- **Corporate Knights**: Only Indian company recognized amongst the '2021 Global 100 Most Sustainable Corporations'
- **S&P Global - Sustainability Yearbook 2021**: Awarded with Bronze Class and included in the Top 10 IT Service Companies Globally

Our Sustainability Framework



Our ESG Focus Areas



Our Vision

ESG has been and will continue to be the core of all we do

E



Climate Resilience

Achieve Carbon Neutrality by 2030



Focusing on Renewable

50% Renewable Energy by FY26 and 70% by FY30 (21.2% till FY21)



Solid Waste Management

Zero Waste to Landfill by FY26 for Owned locations (1 location already in progress)



Afforestation

Plant 50,000 trees every year (65,000+ trees planted till FY21)



Water Security

Reduce Water Withdrawal intensity by 20% by FY26 (4.92 in FY21)



Sustainable Supply Chain

Audit 200 Suppliers on Sustainability by FY26 (Audited 100+ suppliers till FY21)

S



Women Empowerment

37% Women in organization & 12% in senior management by FY26 (Women overall 31.75% in FY21, Women in sr. mgmt. 8.08% in FY21)



Human Rights Assessments

100% Owned locations by FY26 (1 location completed. 2 locations in progress)



Volunteering Hours

180,000 per year (Green Marshals: 4,780 hours in FY21. CSR & ISR: 14,000+ hours in FY21)



Employee Recognition

45% associates to be recognized by FY26 (39% in FY21)



CSR projects (Employability)

*TMF Smart Centers: 120 by FY26 (76 in FY21)
TMF Smart Academies: 15 by FY26 (7 in FY21)*



CSR projects (Disability)

TMF Disability Projects: 50 by FY26 (35 in FY21)



CSR Beneficiaries (Direct & Indirect)

50,000 Direct & 5 Lakh Indirect by FY26 (30,820 Direct & 3.16 Lakh Indirect in FY21)

G



Maintain High Corporate standards

- Effective Board: Diverse and Independent
- Proactive Risk Management System
- Stringent compliance
- Transparent Disclosures
- Strong Customer Relationships
- Robust Cybersecurity
- Effectual Data privacy



Integrated Reporting

Integrated Annual Report that is aligned to GRI standards, TCFD, CDSB and SASB framework



Board of Directors

- 3 women directors, exceeding the mandate of 1.
- Independent directors: 60%, exceeding the mandate of 33.3% (i.e. 1/3rd)

Environmental Stewardship



Leading the change to Net Zero Emissions

Changing Climate

Scope 1+2 reduced by 31% against FY20 and 35% against baseline year FY16

Reducing Emissions

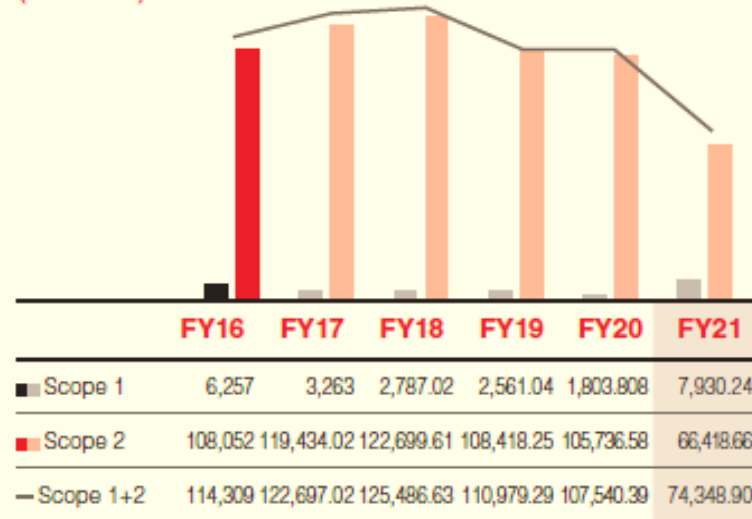
Reduction of 18,900+ MTCO₂e GHG emissions by Renewable Energy

Green Efficiency

6,450+ MTCO₂e reduced through LEDs, motion sensors and efficient equipment

Scope 1+2 Emissions

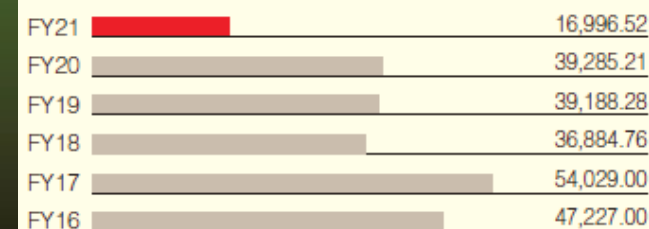
(MTCO₂e)



Scope 3 emissions reduced by more than 64% against FY16

Scope 3

(MTCO₂e)



Energy Efficiency – The Renewable way

Focusing on Renewable

Installed Solar plants of capacity 3,830 kWp at our 11 campuses in India and 387 kWp at an onsite location

Energy Utilization

Increased RE from 1.77% (in FY16) to 21.2% in FY21

Saving Power

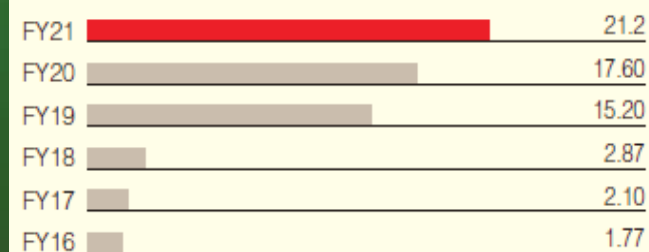
Energy intensity reduced by 47% against FY20

Green Efficiency

Saved 7.7 Million units of electricity consumption by LEDs, motion sensors and efficient equipment

Renewable Energy

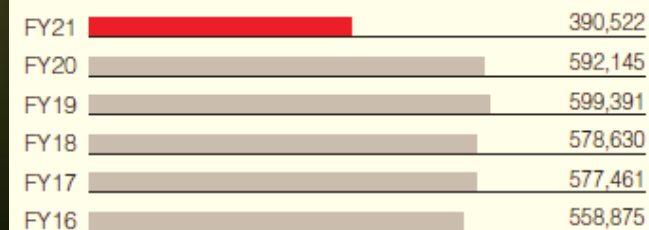
(%)



Reduced Energy Consumption
by more than 30% against
FY16

Energy Consumed

(GJ)



Our Commitment to Environmental Stewardship

Carbon Price

Carbon Price of \$9 implemented to boost Green Investments

New Terrain

65,000+ trees planted till FY21

Risk Analysis

Identification of risks through 2DS Scenario Analysis and RCP 8.5

Waste Management

90% of waste reused/recycled/upcycled/sold to recycler

Paperless

Reduction in paper consumption by 85% as compared to FY20

Membership and Signatories

- Signatory to Business Ambition of 1.5 degree
- Member of 1.5°C Supply Chain Leaders by Exponential Roadmap Initiative

Water Stewardship – Being Water Positive

Being Water Positive

Recycled and reused more than 203 Million liters of Water

Water Stewardship







Recharged 1 Million liters of groundwater level through Rainwater Harvesting Plants in FY21

Responsible Usage

50% reduction in Water withdrawal against FY20




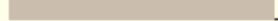


Total water recycled and reused

(In KI)

FY2020-21		203,202
FY2019-20		590,950.7
FY2018-19		606,461
FY2017-18		504,070.9
FY2016-17		420,949.02
FY2015-16		405,139.2

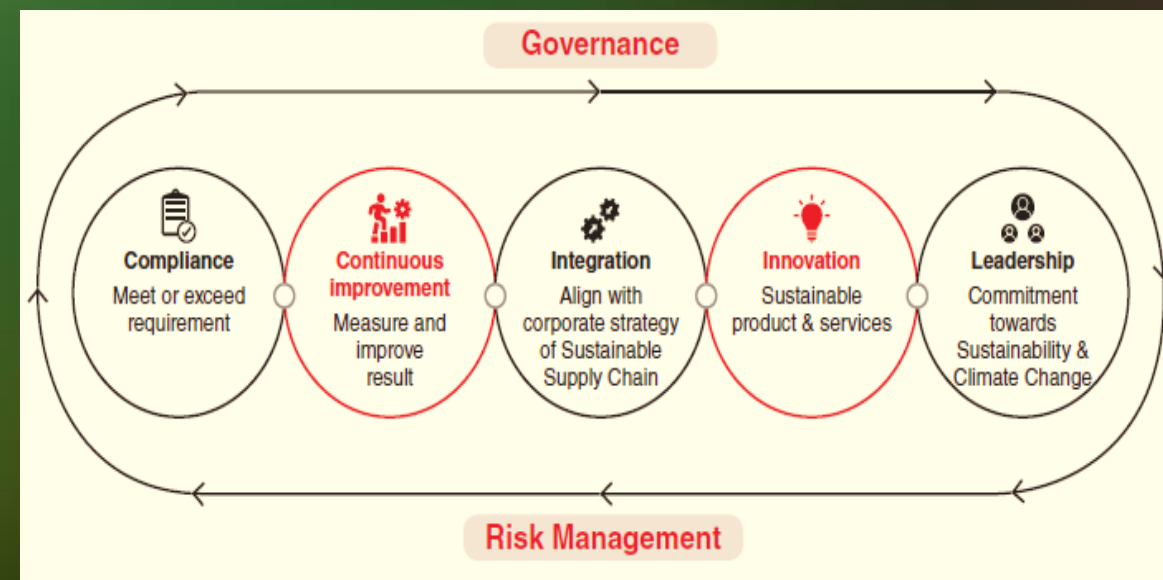
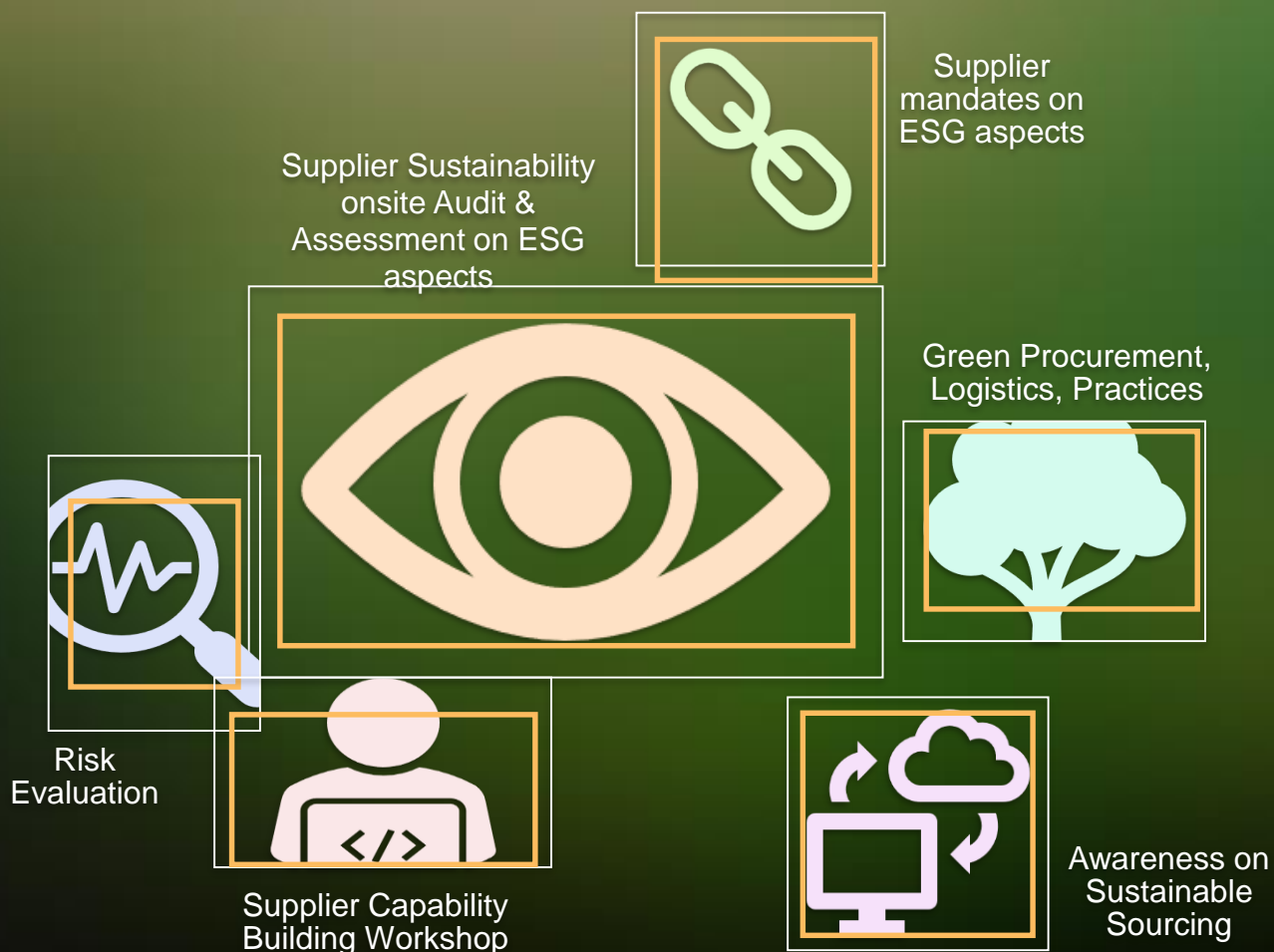
Total volume of water withdrawn

(In KI)

FY2020-21		490,251
FY2019-20		989,006.90
FY2018-19		1,036,548.98
FY2017-18		947,790
FY2016-17		1,347,486.77
FY2015-16		883,936.12

Sustainable Supply Chain Management

Tech Mahindra's commitment to Governance, Ethical Business Conduct, Environmental Stewardship and Sustainability also extends to our value chain.



Making Sustainability Personal

Our volunteer participation was **4,780** hours in FY21



Changing paper wasting habits by Monitoring and Controlling



Newer ways of Conservation



No plastic in campus



Encourage use of Carpools



Build network of likeminded Green Marshals



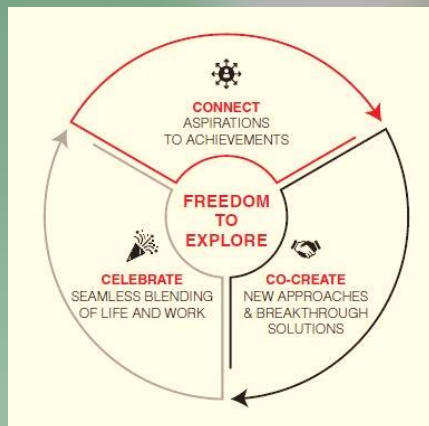
Training on Green Initiatives

Social

**Tech
Mahindra**



Our Employee Value Proposition



CELEBRATE

Make celebrations a way of life to seamlessly blend life and work and celebrate each moment

CO-CREATE

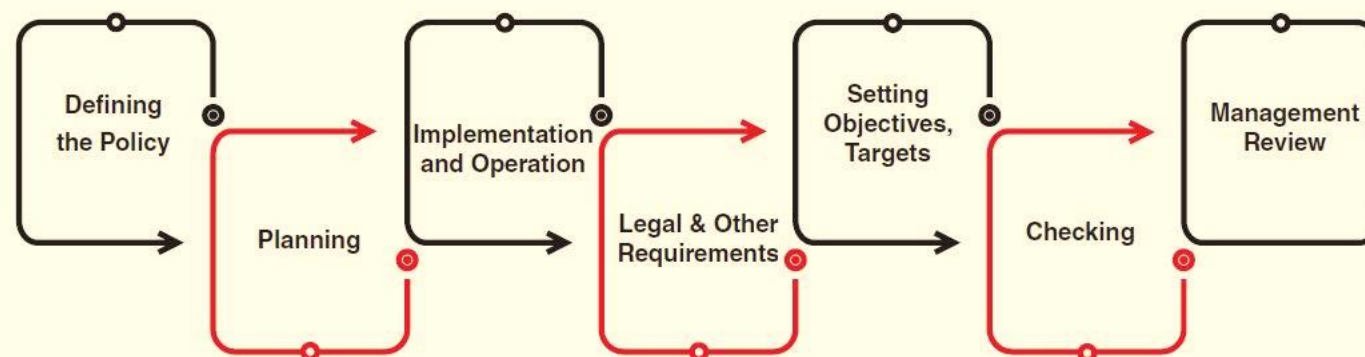
Foster a culture of co-creation by encouraging associates to do new things and new ways of doing old things to drive positive change

CONNECT

Provide early leadership opportunities and learning avenues that connect associates' aspirations to achievements



HIRA and Incident investigation process at our facilities



Our People Initiatives

Wonder Women

31.75% of our female workforce

Being Proactive

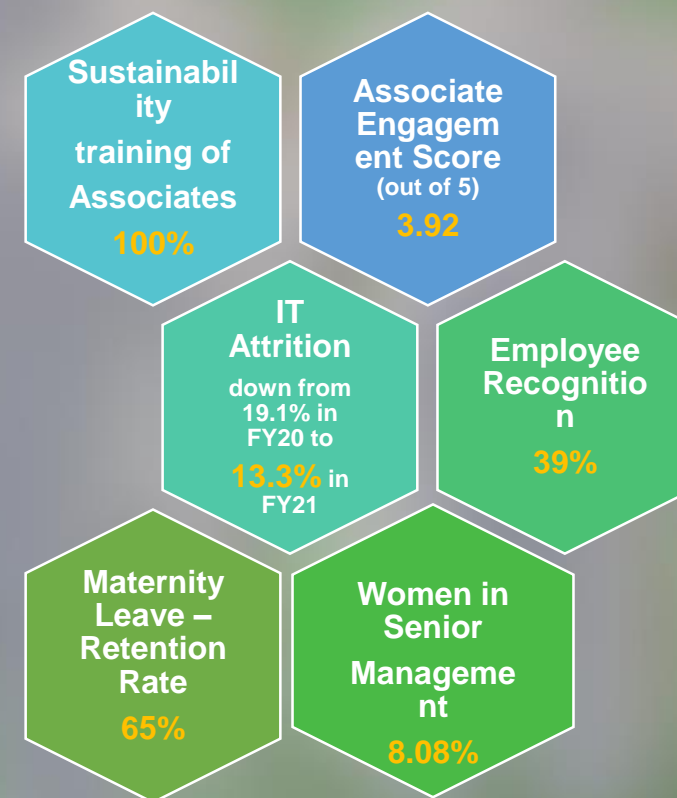
14000+ volunteering hours through CSR

Ensuring Readiness

56.51 Average hours of Training per Employee per Year

Diversity Indicator	2016-17	2017-18	2018-19	2019-20	2020-21
% Women in the organisation	30.85	30.17	30.72	31.05	31.75
% Women in all management positions	11.47	11.57	11.87	12.57	15.09
% Women in junior management positions	11.63	11.78	12.06	12.81	17.94
% Women in top management positions	8.4	7.32	8.68	8.81	8.08
% Women in revenue-generating management positions	10.96	10.92	11.09	11.43	14.38
% Women in STEM-related positions	-	-	-	-	25.5*

* In the reporting year, we started tracking percentage women by STEM positions that refers to Science, Technology, Engineering and Management.



Our CSR Program



Programme & COVID relief projects

EMPOWERING THE NATION TO #RISE SINCE 2007



Employability

117,077

Youth Trained



Teachers

36,782

Supported



Children

112,795

Beneficiaries



Disability

50,500

Beneficiaries



Volunteering

168,176+

Hours in 2019-20

Recognitions

- **CSR Times Award 2020** Silver Category for Women Empowerment
- **Mahatma Award 2020** for Social Good by Aditya Birla Group

Tech Mahindra Foundation continues to serve the nation and has touched over 20 lakh lives through our 355 COVID Relief Programmes



616,127

Beneficiaries Supported with Dry Ration Kits



322,491

Cooked Meals Served



305,000

Beneficiaries (Community Toilets Sanitisation Project)



36,810

PPE Kits Distributed to Frontline Workers



20

Hospitals Supported with Medical Equipment and Supplies



768,743

Masks Distributed

Human Rights Assessment

Why Human Right Assessment?

Reduce Risks

Engage &
Motivate Staff

Safer Work
Environment

Demonstrate
management
standards

Meet
Stakeholder
Expectation

Values

- ✓ Code of Ethics
- ✓ Code of Sustainable Conduct

Policies

- ✓ Human Right, CEBC, POSH, Anti-corruption, Whistleblower, D&I, BR
- ✓ Supply Chain Code of Conduct, HSE

Implementation

- ✓ Due diligence : Identify potential impacts & risks via Human Rights assessment, Social Impact Assessment & other Tools of Risk Evaluation -Mitigation & Management Plans

Training

- ✓ Leadership & Behavioral
- ✓ Technical & Soft skill
- ✓ Human Right

Monitoring & Reporting

- ✓ Internal Systems & Integrated Annual Report
- ✓ DJSI, ECOVADIS, FTSE, MSCI, ISS etc.

3 pillars of Human Rights Indicators



Protect



Respect



Remediate

Corporate Governance

**Tech
Mahindra**



Powering value creation with good governance

Board Diversity

Diversity of gender with ratio of 7:3

Tenure

Average tenure of 7.2 years

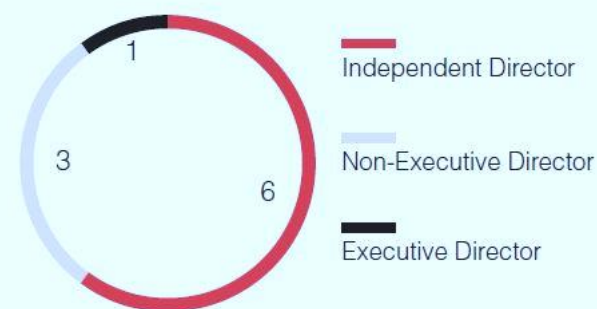
Age

Two directors aged below 50

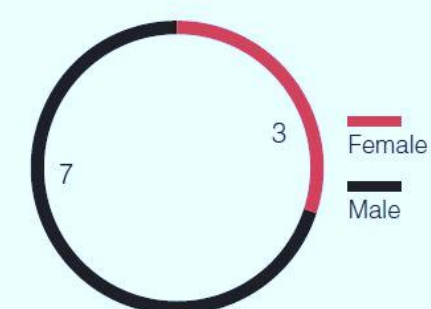
Nationalities

20% Foreign nationalities

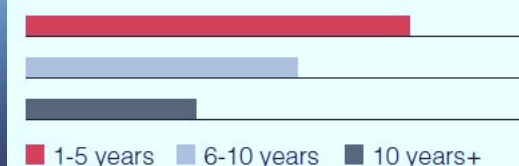
Board independence



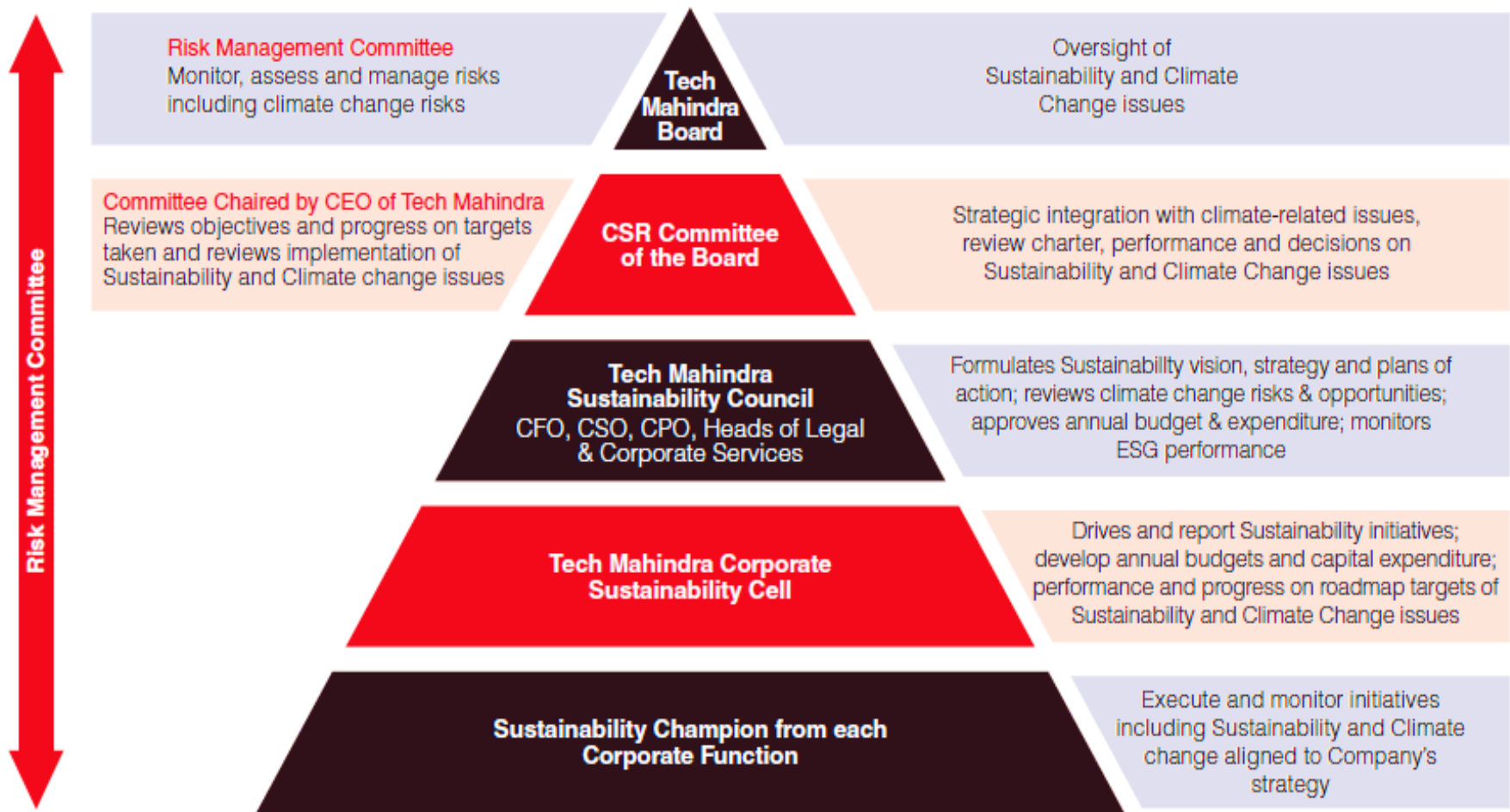
Board diversity



Directors' tenure on Board



Governance & Management Policies



Human Rights policy	Anti-Corruption and Bribery policy
POSH policy	D & I policy
Whistleblower policy	Privacy Protection
HSE policy	CSR policy
Tax policy	Business Responsibility policy



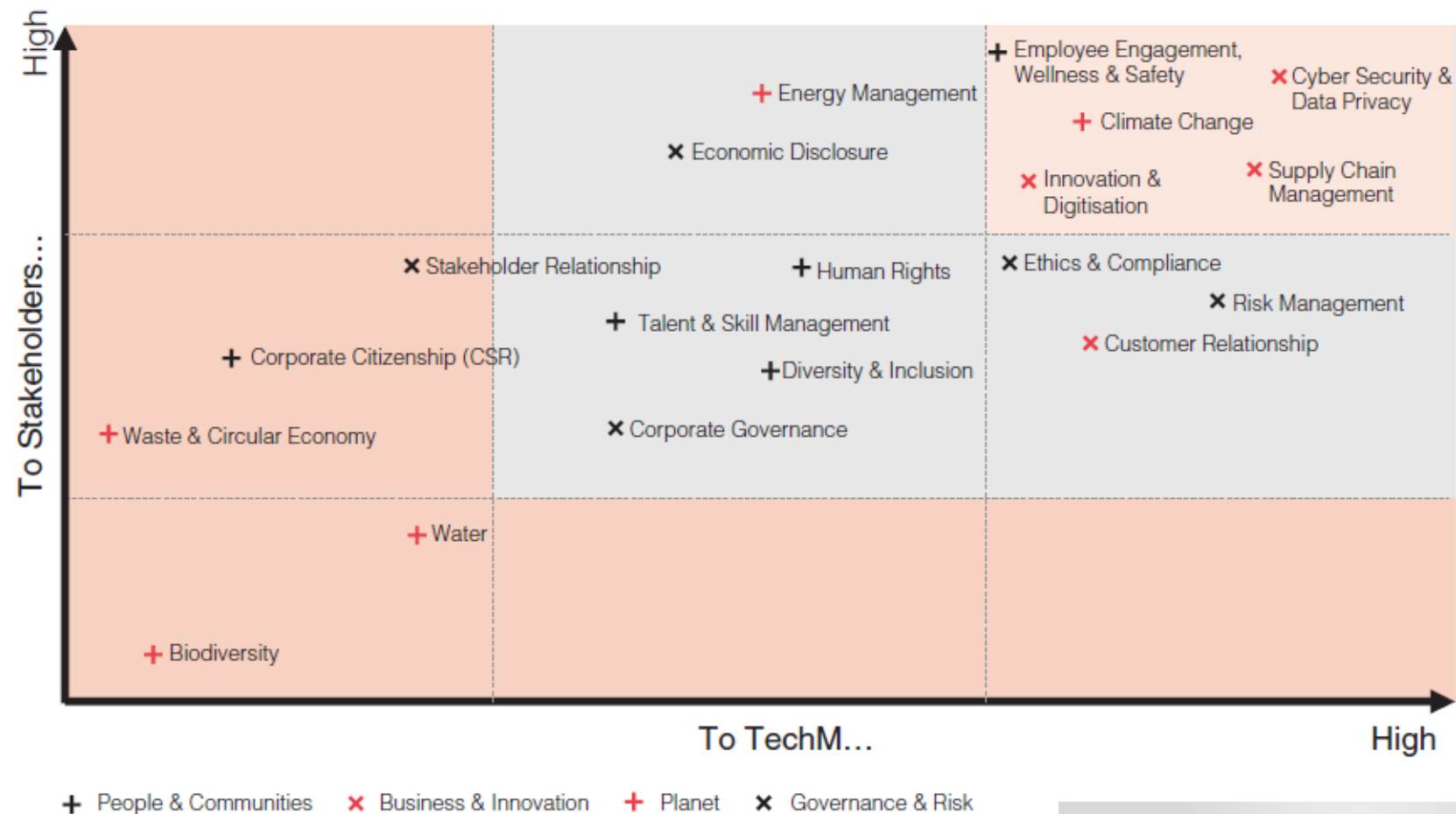
Security Management	Risk Management
UNGC Principles	EMS ISO 14001
LEED	OHSAS ISO 45001
BCP & Disaster Recovery	
SCM Capacity Building	
TCFD Framework alignment	



Environmental policy	Sustainability Policy
Green Procurement	Biodiversity policy
Climate Change policy	SSCM Supplier Code of Conduct
Carbon Pricing	
Sustainable Supply Chain Management Policy	

Materiality

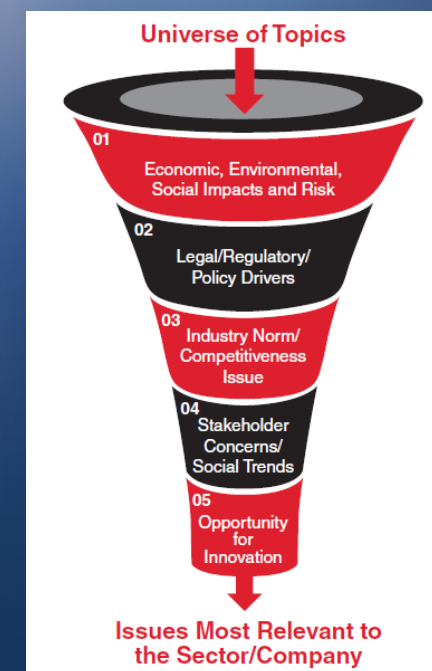
Materiality Graph FY 2020-21



The materiality topics are identified & aligned after inputs of stakeholders & peer benchmarking. Our material topics are aligned with roadmap targets, policies, procedures, risk register, strategies & BSC.

Tech Mahindra

Materiality Assessment Process

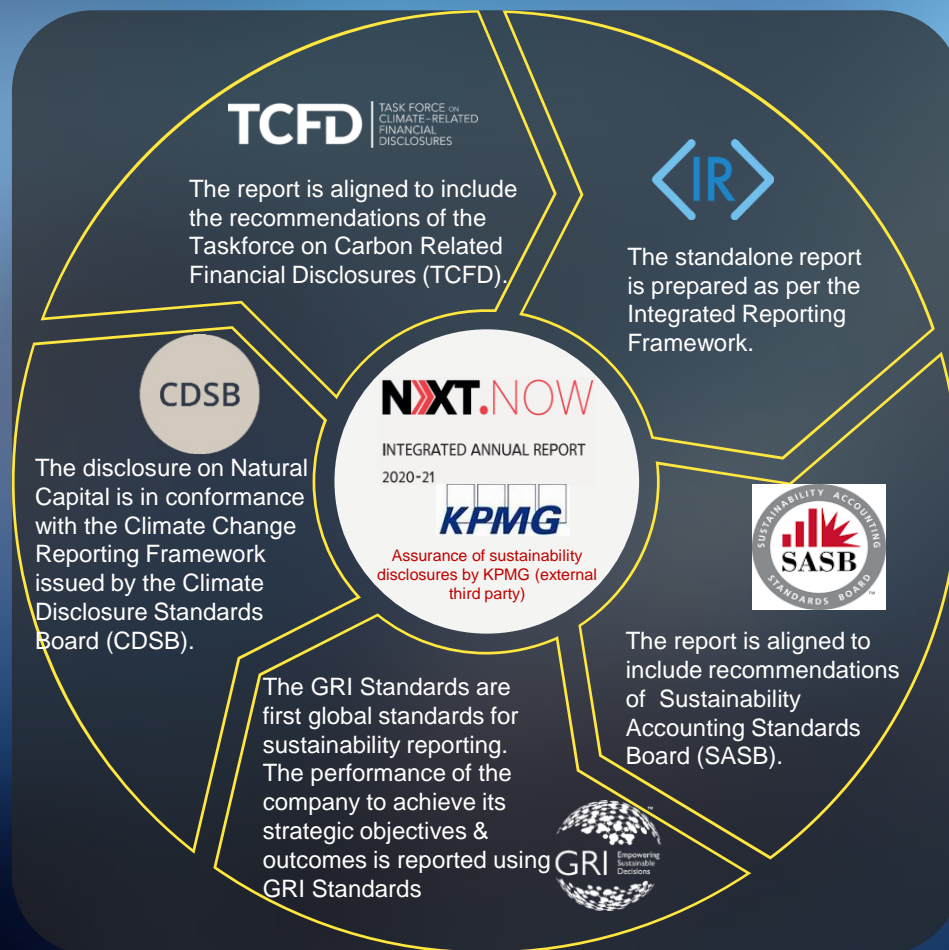


Integrated Annual Report

Perhaps the only company to publish an Integrated Annual Report assured by KPMG aligned to GRI standards and TCFD, CDSB, SASB and IIRC framework



This is a visualization of how we are reimagining the future now to give competitive dominance ('X') to our clients. In a world radically changed by epic events, clients seek competitive dominance (represented by a multiplier, x) and not just competitive advantage (represented by the plus sign, +).



**RUN. CHANGE.
GROW.**

We have distinguished ourselves over the past three decades doing just that for companies.



Thank you

Visit us at www.techmahindra.com

Disclaimer

Tech Mahindra Limited, herein referred to as TechM provide a wide array of presentations and reports, with the contributions of various professionals. These presentations and reports are for information purposes and private circulation only and do not constitute an offer to buy or sell any services mentioned therein. They do not purport to be a complete description of the market conditions or developments referred to in the material. While utmost care has been taken in preparing the above, we claim no responsibility for their accuracy. We shall not be liable for any direct or indirect losses arising from the use thereof and the viewers are requested to use the information contained herein at their own risk. These presentations and reports should not be reproduced, re-circulated, published in any media, website or otherwise, in any form or manner, in part or as a whole, without the express consent in writing of TechM or its subsidiaries. Any unauthorized use, disclosure or public dissemination of information contained herein is prohibited. Individual situations and local practices and standards may vary, so viewers and others utilizing information contained within a presentation are free to adopt differing standards and approaches as they see fit. You may not repackage or sell the presentation. Products and names mentioned in materials or presentations are the property of their respective owners and the mention of them does not constitute an endorsement by TechM. Information contained in a presentation hosted or promoted by TechM is provided "as is" without warranty of any kind, either expressed or implied, including any warranty of merchantability or fitness for a particular purpose. TechM assumes no liability or responsibility for the contents of a presentation or the opinions expressed by the presenters. All expressions of opinion are subject to change without notice.

Tech
Mahindra