ESG Data Book

2024-25

Energy

Energy Consumption

	FY 2021-22	FY 2022-23	FY 2023-24	FY 2024-25	Target for FY 2024-25*
Total Energy Consumption (MWh)	100281.34	114233.27	130580.0	149910.0	
Total Non-Renewable Energy Consumption (MWh)	77286.67	89194.16	100602.0	115959.0	133207
Total Renewable Energy Consumption (MWh)	22994.67	25039.11	29978.0	33951.0	

Note: Target is to reduce non-renewable energy consumption by 20% in FY 2029-30, compared from 152,860 MWh in FY 2015-16 baseline. As part of this goal, the aim is to reduce non-renewable energy usage to 133,207 MWh in FY 2024-25.

Data Center Efficiency

Average PUE	FY 2021-22	FY 2022-23	FY 2023-24	FY 2024-25	Target for FY 2024-25**
	1.93	1.96	1.87	1.84	1.96

Data Center Energy Usage

Data Center Energy Usage	FY 2021-22	FY 2022-23	FY 2023-24	FY 2024-25	Target for FY 2024-25**
Total energy used in data centers (MWh)	14540	10838	15261	10530	
Percentage of renewable energy (of total energy)	34.23	33.0	32.2	33.73	30.0

**Note: Target set to decrease its power usage efficiency by 2% from 1.99 in FY 2020-21 till FY 2025-26 and increase Renewable Energy share to 90% by FY 2029-30. Thus, the company needs to reduce average PUE to 1.96 and increase RE share of data center to 30% in FY 2024-25.

Waste & Pollutants
Waste Disposal

Description	FY 2021-22	FY 2022-23	FY 2023-24	FY 2024-25	Target for FY 2025*
Total waste recycled/ reused (Metric Tonnes)	155.39	275.99	344.21	607.51	
Total waste disposed (Metric Tonnes)	28.82	112.02	12.01	7.9	71.71
- Waste landfilled (Metric Tonnes)	28.82	112.02	12.01	7.9	

Note: Target is to reduce total waste disposed by 10% in FY 2025-26, compared to the FY 2015-16 baseline of 78.80 metric tons. As part of this goal, the aim is to reduce total waste disposed to 71.71 metric tons in FY 2024-25.

Water
Water Consumption

Description	FY 2021-22	FY 2022-23	FY 2023-24	FY 2024-25	Target for FY 2024-25**
A. Water withdrawal (excluding saltwater) in million cubic meters	0.48	0.61	0.67	0.74	
B. Water discharge (excluding saltwater) in million cubic meters	0.12	0.36	0.14	0.13	
Total net fresh water consumption (A-B) in million cubic meters	0.36	0.25	0.53	0.61	1.37

**Note: Target is to reduce water withdrawal intensity (KL/person) by 20% in FY 2025-26, compared to the FY 2015-16 baseline of 13.73 KL/person. Thus, the company needs to reduce proportionate water consumption to 1.37 million cubic meters in FY 2024-25.

Climate Strategy
Direct Greenhouse Gas (GHG) Emissions (Scope 1)

Direct GHG (Scope 1)	FY 2021-22	FY 2022-23	FY 2023-24	FY 2024-25	Target for FY 2025*
Total direct GHG emissions (Scope 1) in MTCO2e	8,996	8,612	10,574	12,435	13,686

Indirect Greenhouse Gas (IGHG) Emissions (Scope 2)

IGHG (Scope 2)	FY 2021-22	FY 2022-23	FY 2023-24	FY 2024-25	Target for FY 2025*
Total indirect GHG Emissions (Scope 2) in MTCO2e	57,852	60,050	68,088	76,735	84,456

*Note: Target is to reduce Scope 1 and 2 emissions by 22% in FY 2029-30, compared to the FY 2015-16 baseline of 114,309 MTCO2e. Thus, the company needs to reduce proportionate Scope 1 emissions to 13,686 MTCO2e and Scope 2 emissions to 84,456 MTCO2e in FY 2024-25.

Note: We don't have any access to emissions factors from energy suppliers for any of our operations & there are no contractual instruments available. So our Market-based & location-based Scope 1 & 2 are same.

Indirect Greenhouse Gas Emissions (Scope 3)

IGHG (Scope 3)	FY 2021-22	FY 2022-23	FY 2023-24	FY 2024-25	Target for FY 2025**
Total indirect GHG emissions (Scope 3) in MTCO2e	22,213.00	46,174.00	34,852.79	37,774.96	43,547

**Note: Target is to reduce Scope 3 emissions by 22% in FY 2029-30, compared to 48,928.93 MTCO2e from FY 2019-20 baseline. Thus, the company needs to reduce proportionate Scope 3 emissions to 43,547 MTCO2e in FY 2024-25.

Scope 3 Category	Emissions in the reporting year (Metric tons CO2e)	Emissions calculation methodology and exclusions
1. Purchased goods and services	1,475.45	Purchase of goods and services
2. Capital goods	2,398.51	Capital goods
3. Fuel-and-energy-related-activities (not included in Scope 1 or 2)	8,064.00	Fuel used by third-party outside the campus and upstream emissions of purchased fuels and electricity, and T&D
4. Upstream transportation and distribution	20.99	Inbound logistics
5. Waste generated in operations	93.26	Emissions from waste generated viz. food, scrap, e-waste, battery, paper, oil and garbage and waste outbound logistics
6. Business travel	9,674.05	Employee business travel
7. Employee commuting	16,048.70	Daily commute and work from home

Climate-Related Scenario Analysis

Tech Mahindra both qualitative and quantitative climate-related scenario analysis considering the scenarios as below:

Scenario Type	Transition Scenario	
2°C or below 2°C	IEA Net Zero Emissions by 2050 Scenario	Aggressive mitigation aligned with 1.5°C goals. Net Zero Emissions by 2050 scenario reflects deep decarbonization pathways. Targets net-zero emissions by mid-century to limit warming to 1.5°C.
Above 2°C	IEA Stated Policies Scenario (previously IEA New Policies Scenario) - STEPS	Reflects current policy commitments with moderate progress. Based on stated energy policies and targets. Warming projections vary depending on implementation of current policies.

Scenario Type	Physical Scenario	
2°C or below 2°C	RCP 2.6 (or SSP1 2.6)	A world where strong climate policies and sustainable development lead to significant carbon emission reductions, healthier societies, and more equitable outcomes. Increase of global mean surface temperature is unlikely to exceed 2°C by the end of 21st century
Above 2°C	RCP 4.5 (or SSP2 4.5)	Moderate mitigation; global warming likely around 2.7°C by 2100. Economic growth and carbon reduction efforts advance at medium pace. Radiative forcing stabilizes at approximately 4.5 W/m² by 2100.
Above 2°C	RCP 7.0 (or SSP3 7.0)	A fragmented world with high inequality, limited international cooperation, and rising carbon emissions, leading to greater climate risks and societal vulnerability. Increase of global mean surface temperature is likely to exceed 4°C by the end of 21st century.
Above 2°C	RCP 8.5 (or SSP5 8.5)	High emissions; little mitigation; global warming could exceed 4°C by 2100. Rapid economic growth, heavy fossil fuel use. Radiative forcing reaches 8.5 W/m² by 2100

Net-Zero Commitment

Target Time Frame	Target scope & related emission reduction target (as % of base year emissions)	Is the target validated by Science-Based Targets initiative?
Base Year 2016 Fiscal Year Target Year 2035 Fiscal Year	Scope 1 & 2: 90% Scope 3: 90%	Yes

Note: 10% residual emissions or emissions beyond our value chain will be offset/mitigated through afforestation, investments in permanent carbon removal projects and purchase of verified carbon credits, as per SBTi guidance and long-term climate goals

Emissions Reduction Targets

Scope covered by the target	Scope covered by the target	Target Timeframe	Baseline year emissions covered and as a % of total base year emissions	% reduction target from base year	Is this target validated by the Science-based Targets Initiative?
Target 1: Absolute	Scope 1+2	Base Year: 2016 Target year: 2030	Baseline year emissions: 114,309 Percentage of total base year emissions: 100	58.80%	Yes
Target 2: Absolute	Scope 1+2	Base Year: 2016 Target year: 2035	Baseline year emissions: 114,309 Percentage of total base year emissions: 100	90%	Yes
Target 3: Absolute	Scope 3	Base Year: 2020 Target year: 2035	Baseline year emissions: 48,928.93 Percentage of total base year emissions: 100	90%	Yes

Sustainable Revenues

Category	FY 2021-22	FY 2022-23	FY 2023-24	FY 2024-25
Percentage of sustainable revenues of total revenue from sustainable products/services	20.05	21.77	23.66	40.24

* Sustainable Product/service description: The key domains that we work in this space includes Smart City, Datacentres and Server Virtualization, Cloud services, and Utilities and Energy Management.

1) EU Taxonomy Business Activity: Data-driven solutions for GHG emissions reductions.
Greenfield Smart City Solutions: We provide our customers with Smart Data Hubs, Smart Street light and Energy management, Smart bin, Smart IoT based Waste management, Geo-intelligent platform, smart metering, water management and environmental sensing. We provide solutions across smart mobility, energy, e-governance, and public safety globally. Our Smart Meter solution reduced emissions by 25-30% and saved energy by up to 25%.
Energy and Utilities: We help our customers increase energy savings, asset management, introduce smart solutions, digitize and automate operations, create collaborative work environments with sustainable practices.

2) EU Taxonomy Business Activity: Data processing, hosting, and related activities
Green Data Centres and Server virtualization and cloud services: By outsourcing IT services to the Tech Mahindra cloud instead of running those same services in their own data centre, customers can reduce their Scope 2 emissions. Our green Data Centre solution has enabled our customers to save CAPEX by up to 15% in 3 years, improve year-on-year productivity by 10%, and reduce the volume of incident tickets due to proactive maintenance and management of Data Centres.

SOCIAL

Labor Practices

Workforce Breakdown: Gender

Diversity Indicator	Percentage	Target	Target year
Women in total workforce	34.47	37	FY 2025-26
Women in all management positions	19.02	20	FY 2025-26
Women in junior management positions	22.18	25	FY 2025-26
Women in top management positions	11.42	12	FY 2025-26
Women in revenue-generating management roles	13.03	14	FY 2025-26
Women in STEM-related positions	29.01	30	FY 2025-26

Workforce Breakdown: Nationality

Nationality	Share in Total Workforce (%)	Share in Management Positions (%)
India	82.48	84.88
Philippines	5.43	1.12
United States of America	1.96	4.64
Mexico	0.78	0.14
Canada	0.65	1.24

Gender Pay Indicators

Employee Level	Gender Pay Ratio
Executive level (base salary only)	0.9
Executive level (base + cash incentives)	0.9
Management level (base salary only)	0.9
Management level (base + cash incentives)	0.9
Non-management level (base salary only)	0.9

Human Rights

Human Rights Assessment

Category	% Assessed in Last 3 Years	% with Risks Identified	% of Risks Mitigated
Own Operations	100.00	0.00	0.00
Contractors and Tier-I Suppliers	93.33	38.66	100.00
Joint Ventures	100.00	0.00	0.00

Human Capital Management

Training and Development Inputs

	FY 2024-25
Average hours of training per FTE	50.35
Average amount spent on training per FTE (INR)	10236.00

Hiring

	FY 2021-22	FY 2022-23	FY 2023-24	FY 2024-25
Total New Employee Hires	65058	88445	64211	75986
% of Open Positions Filled by Internal Candidates	47	60	70	48
Average Hiring Cost per FTE (INR)	27068	24863	17193	14661

Human Capital Return on Investment

	FY 2024-25
Total Revenue INR Mn	5,29,883
Total Operating Expenses INR Mn	460245
Total employee-related expenses INR Mn	354615
HROI	1.2
Total Employees	1,48,731

Employee Turnover Rate

Description	FY 2024-25
Total Employee Turnover Rate (%)	11.8
Voluntary Employee Turnover Rate (%)	11.8

Trend of Employee Wellbeing

Core Focus	FY 2024-25	Target for 2024
Employee Satisfaction %*	88.6	81.6
Data coverage (% Survey Response Rate)	48.0	-

*% through the MCARES Survey, a formal process for internal employee engagement that focuses on key aspects such as career growth, job satisfaction, happiness, stress, clear purpose, alignment, recognition, empowerment, and striving. All people practices, policies, and programs are aligned with these dimensions.

Occupational Health and Safety

Absentee Rate

Metric Description	FY 2021-22	FY 2022-23	FY 2023-24	FY 2024-25	What was your target for FY 2024-25?
Employees (% of total Days scheduled)	0	0	0	0	0
Data coverage (as % of Employees)	100	100	100	100	-

Customer Relations

Customer Satisfaction Measurement

Metric Description	FY 2021-22	FY 2022-23	FY 2023-24	FY 2024-25	What was your target for FY 2024-25?
Net promoter score- Satisfaction Measurement	55.0	56.0	31.0	58.2	33.0
Data coverage (%)	100	100	100	100.0	-

Governance

Business Ethics

Reporting on Breaches

Reporting areas	Reporting areas Number of breaches in FY 2024-25
Corruption or Bribery	11
Discrimination or Harassment	83
Customer Privacy Data	0
Conflicts of Interest	0
Money Laundering or Insider trading	0

Tax Reporting

Key businesses, financial and tax information for each tax jurisdiction

The details of names of all the resident entities can be found in AOC-1 of IAR 2024-25 and detailed Key businesses, financial and tax information for each tax jurisdiction as below:

All figures are in INR Million

Tax Jurisdiction	Nature of activities	Average No. of Employees	Turnover	Profit After Taxation	Income Tax Accrued	Profit before Taxation	Income Tax Paid
Argentina	Mobile financial solutions	22	410.38	-144.04	24.66	-119.38	25.86
Australia	Digital transformation, spatial tech	1597	1260.20	-138.25	-39.09	-177.34	-41.01
Austria	IT services	5	72.18	3.17	0.95	4.12	0.99
Bahrain	Telecom and IT services	3	38.63	2.39	0.00	2.39	0.00
Belarus	IT services	0	0.00	-9.95	0.00	-9.95	0.00
Brazil	IT services	487	1319.58	-62.04	0.00	-62.04	0.00
Canada	Healthcare IT consulting	2547	530.79	105.68	38.10	143.79	39.97
China	IT services	315	2299.78	160.85	1.43	162.28	1.50
Colombia	IT services, mobile financial solutions	126	719.49	85.45	31.37	116.82	32.91
Costa Rica	IT services	151	183.06	15.57	1.45	17.02	1.52
Cote D'ivoire	Mobile financial solutions	81	0.00	-7.08	0.00	-7.08	0.00
Cyprus	IT services	30	6684.70	-262.47	27.77	-234.70	29.13

Country	Service					
Czech Republic	IT services	112	618.84	19.20	5.79	24.99	6.07
DRC	Telecom infrastructure	25	113.05	-69.82	26.17	-43.65	27.45
Ecuador	IT services	142	891.12	37.58	0.00	37.58	0.00
Egypt	Telecom and IT services	15	280.14	79.94	27.75	107.69	29.11
Ethiopia	Telecom services	27	224.19	29.42	9.75	39.17	10.23
France	IT services, telecom network services	187	3539.00	-47.47	25.18	-22.28	26.42
Gabon	Telecom infrastructure	2	0.00	-0.17	0.00	-0.17	0.00
Germany	Engineering & design, IT services	578	9764.64	200.42	193.50	393.92	202.98
Ghana	Telecom infrastructure, digital lending	39	125.70	-27.58	12.86	-14.72	13.49
Greece	Telecom network services	16	105.04	-4.60	0.94	-3.66	0.98
Guatemala	IT services	2	97.15	-6.68	11.53	4.85	12.09
India	IT services, engineering, healthcare IT	115879	462403.87	46590.80	11159.48	37928.27	11706.27
Indonesia	IT services	349	4960.00	344.02	240.06	584.08	251.82
Ireland	Digital packaging and artwork management	246	3218.74	353.10	-35.15	399.08	-36.87
Israel	Telecom infrastructure	81	2325.86	-47.38	-12.90	-60.28	-13.53
Italy	Industrial & automotive design	311	5776.21	-706.76	73.96	-632.80	77.58
Ivory Coast	Mobile financial solutions	81	1897.62	152.47	67.49	219.97	70.80
Japan	IT services	311	142.02	-31.61	0.11	-31.50	0.12
Kenya	Telecom infrastructure	71	312.09	24.16	5.47	29.63	5.74
Latvia	IT services	758	4935.21	641.12	3.19	644.31	3.34
Luxembourg	IT services	24	157.16	4.16	-1.36	2.80	-1.43
Madagascar	Mobile financial solutions	2	0.24	2.61	0.00	2.61	0.00
Malaysia	IT services, digital commerce	729	4591.08	192.83	77.77	270.60	81.58
México	Cloud services, IT support	2122	8419.24	43.29	158.92	202.21	166.71
Morocco	Telecom network services	49	0.00	0.00	0.00	0.00	0.00
Myanmar	Mobile financial solutions, telecom infrastructure	1	24.17	80.76	-4.83	75.94	-5.06
Netherlands	Digital lending, IT services	362	7212.28	192.41	222.16	414.57	233.04

Country	Services	Col3	Col4	Col5	Col6	Col7	Col8
New Zealand	Digital transformation	162	2569.57	123.18	47.69	170.86	50.02
Nigeria	Telecom and IT services, mobile financial solutions	28	102.07	-6.10	-6.28	-12.38	-6.58
Norway	IT services	58	1109.73	50.32	14.21	64.52	14.90
Oman	Telecom network services	237	1307.06	110.37	15.62	126.00	16.39
Panama	IT services	8	44.68	-9.57	-0.82	-10.39	-0.86
Peru	IT services	44	154.92	5.90	-0.82	5.08	-0.86
Philippines	Customer service, BPO	7225	7086.99	544.45	84.94	629.39	89.10
Poland	Telecom network services	46	10.07	-0.44	0.03	-0.41	0.03
Puerto Rico	Customer service, BPO	0	0.00	90.25	6.59	96.84	6.91
Romania	IT services	508	51.55	-9.29	1.70	-7.59	1.78
Russia	IT services	0	0.00	2.28	0.41	2.69	0.43
Rwanda	Telecom infrastructure	10	84.03	21.46	28.45	49.91	29.84
Saudi Arabia	Telecom and IT services	231	4294.28	887.39	174.84	1062.23	183.41
Senegal	Telecom services	0	0.00	0.00	0.00	0.00	0.00
Singapore	Digital commerce, IT services	274	954.93	-8220.96	-1.88	-8222.84	-1.97
South Africa	IT services	519	2240.58	40.89	24.26	65.16	25.45
Spain	IT services, telecom network services	316	2015.59	84.27	31.18	115.46	32.71
Sweden	IT services	125	1707.04	76.65	20.52	97.17	21.53
Switzerland	IT services	69	1107.82	-319.95	1.50	-318.45	1.57
Tanzania	Telecom infrastructure	23	101.91	-40.49	1.11	-39.38	1.17
Thailand	IT services	29	822.42	108.87	8.24	117.11	8.65
UAE	Telecom services	594	900.96	68.82	11.80	80.62	12.38
Uganda	Telecom infrastructure	33	213.67	-13.27	2.30	-10.97	2.41
UK	IT services, fintech, digital commerce	2040	6777.66	-10875.07	-312.41	-11187.49	-327.72
Uruguay	IT services	0	0.00	-74.31	0.00	-74.31	0.00
USA	IT services, consulting, healthcare IT, cloud-native development	8245	113667.65	2554.38	1496.52	4113.48	1569.84
Vietnam	IT services	22	786.43	-99.81	51.13	-48.68	53.64

Material Issues and Metrics - Enterprise Value Creation

Material Issue 1: Talent and Skill Management

Business Impact	Business Strategies	Target and Goals
- Rapid technological advancement and evolving market demands may cause a skill gap among employees, challenging attracting and retaining top talent. - Inadequate succession planning, and ineffective management of diversity and inclusion can disrupt business operations and hinder organizational culture.	We prioritize engaging associates, ensuring their satisfaction, re-skilling, and wellness through progressive policies, career development plans, innovative experiences, simplified appraisals, digital recognition, academic partnerships, leadership programs, and volunteering. These initiatives are key to talent retention and organizational growth. Our training programs includes: 25,000 associates have been trained or certified in AI Belts (White, Blue, Brown), GitHub Copilot, and GenAI, while 12,000+ gained domain expertise across Telecom, BFSI, Retail, Healthcare, and Energy & Utilities. 6,000+ are certified on hyperscalers like AWS, Google, and Microsoft. Targeted programs enabled 900+ deployments, and 300+ associates were trained in Project/Program Management. The Women Leadership Program saw 250+ participants, 45,000+ were trained in soft skills, and 400+ received coaching. Our efforts earned awards like AT BEST, Stevie, and Brandon Hall, with an overall 94% training coverage.	Tech Mahindra has taken targets for talent & skill management and build a great place to work and foster inclusive development till FY26. - Increase Right Skilled Associates % to 88% by upskilling and reskilling associates - Reduce IT Attrition Rate % to 16.5% - Increase % of employees recognized yearly (monetary and non-monetary rewards) to 60% - Increase Associate Engagement Score% to 83.8 - Increase Total Women employees % by 37% - Include 12% of Women in Senior Management - HR assessments for 13 owned locations 0.75% PwDs in the workforce.

Business Impact Risk	Target Year 2025
Progress - Increased Right Skilled Associates % to 86.73% against the target of 88% - Already achieved reduction in IT Attrition Rate to 11.8% against the target of 16.5% - Increase % of employees recognized yearly (monetary and nonmonetary rewards) to 54% against the target of 60% - Total Women employees increased to 34.47% against the target of 37% 11.42% of Women in Senior Management against the target of 12% - HR assessments conducted for 11 owned locations against the target of 13 owned locations - Achieved Associate Engagement Score to 88.86% against the target of 83.8 for FY26 0.26% of PwDs included in the workforce against the target of 0.75%.	**Target/Metric Linked to Executive Compensation** The goals for Talent & Skill Management are intertwined with the compensation of the CEO & MD, who is a member of the Board, the Chief People Officer (CPO), who serves as the head of HR and part of Executive Management team, Chief Sustainability Officer (CSO), Chief Marketing Officer (CMO) & Chief Risk Officer (CRO). The Balanced Score Card (BSC) of these leaders has metrics linked to Talent & Skill management contributing to making TechM an Employer of Choice and initiatives taken to upskill and reskill associates and groom young leaders in the company. The CPO's BSC includes targets aimed at creating an exceptional work environment and promoting inclusive development. Targets include reducing attrition rate, increasing gender diversity in Senior Management, enhancing employee engagement scores, and fostering a culture of continuous learning & skill development.

13

Material Issue 2: Customer Relations

Business Impact	Business Strategies	Target and Goals
Inadequate customer relationship management can lead to customer dissatisfaction, lost business opportunities, reputational damage, and increased customer complaints and queries.	To prioritize customer relations and satisfaction, we've implemented several tools like Account Escalation Dashboard, Pro Alert Tool, Account Status Indicator, Customer Pulse Indicator, and a predictive tool for knowledge management. Chief Customer Officer is responsible for all the customer relationship management and strategies. These all have ensured seamless experiences, prompt issue resolution, and CaPS /NPS of 58.2 and 94% satisfied customers exhibit. Our focus regions are America and Europe followed by Australia, New Zealand, Japan, Singapore and Indonesia where we plan to grow through increased sales investments and enhanced client services. With a strong presence in Telco, Manufacturing, BFSI, Hi-Tech, and Healthcare, we're scaling through specialized sales teams, leadership, and partnerships. Our turbocharge program accelerates growth through innovation and cross-selling opportunities. We have also launched ESG offerings for our clients across verticals.	At TechM, we've set ambitious targets for material topic customer relationships, with a focus on FY26 as our target year. We aim to expand our top customer connections to 200 for co-innovation and relations representing the largest and most strategic partnerships for TechM. In addition to expanding us customer base, we're committed to delivering exceptional customer experiences. For FY25, we set a target Net Promoter Score (NPS)/Customer as Promoter Score (CaPS) of 33. Our dedicated account management team is responsible for building and maintaining strong relationships with these customers.

Business Impact Risk	Target Year 2025

Progress	Target/Metric Linked to Executive Compensation
- As of our current 2024-25 performance, we have successfully connected with 175 customers for co-innovation and deeper partnerships and achieved an impressive NPS/CaPS score of 58.2 across all customers. This progress demonstrates our dedication to enhancing customer experiences and fostering strong partnerships, positioning us to meet and potentially exceed our targets. - We recorded 94% satisfied customers, reinforcing the impact of our continued focus on delivering exceptional customer experiences. By strengthening our relationships with our customers, we aim to drive business growth, increase revenue, and solidify our reputation as a trusted partner.	Targets for Customer Relations are directly tied to the compensation of the CEO, serves as a Board member, Chief operating officer (COO) Chief Marketing Officer (CMO), Chief Strategy Officer (CSO) and Chief Customer Officer (CCO). The CEO's Balanced Score Card includes NPS/CaPS score with focus on customer retention rate, customers connected, customer lifetime value. The COO's BSC includes NPS/CaPS Score, %Reduction in Customer Escalation on customer churn rate, lead time reduction, service level agreement compliance. The CCO's BSC includes measures linked to NPS/CaPS score, %Reduction in Customer Escalation with focus on customer relations, % of repeat business. Chief Strategy Officer (CSO) BSC include strengthening customer relationship and building stakeholder trust, Chief Marketing Officer (CMO) incorporates Customer Education as a critical performance metric.

14

Material Issue 3: Climate Change

Business Impact	Business Strategies	Target and Goals
Climate change can pose physical and transition risks for our business by disrupting customer behaviour, operations, and the supply chain, but it also offers opportunities for innovation and solutions to address these challenges.	We have incorporated ESG principles into our strategy with the aim of fostering sustainable growth and profitability, as well as addressing environmental and social risks. We acknowledge the need to address climate change risks and prioritize implementing strategies to mitigate them, both for us and our stakeholders, as a pressing matter. Introduced a carbon price of $12 per MTCO2e and created a framework for enhancing sustainable practices. Implemented environment-friendly solutions to promote sustainability throughout the supply chain. Implemented sustainable strategies that prioritize the long-term well-being of the planet. The focus of the Net Zero pathway revolves around increasing energy efficiency, transitioning to renewable energy sources and offsetting carbon emissions. We also have developed proprietary ESG platforms like i.Sustain, i.Riskman, i.Greenfinance & Green CodeRefiner to provide robust support to our own and clients' businesses in achieving ESG goals.	Adopted the SBTi to reduce our Scope 1+2 emissions by 58.8% by FY30, zero waste to landfill for 100% of owned locations by FY26, Renewable Energy (RE) sourcing 90% by FY30. Decrease water withdrawal intensity by 20% by FY26 and 50% reduction in paper consumption by FY26. We have taken an ambitious target to become Net Zero by FY35.

Business Impact Risk	Target Year 2025
Progress - Reduced Scope 1+2 emissions by 22% from base year FY 2015-16. - 97.09 acres of our facility is IGBC/LEED certified, some of our locations are EMS ISO 14001:2015, ISO45001:2018 certified - 10 of our owned locations certified as zero waste to landfill in FY 2024-25, water withdrawal intensity reduced by 4.98% from base year FY 2015-16, planted 137794 trees.	**Target/Metric Linked to Executive Compensation** Climate change targets are directly linked to the compensation of our CEO, Chief Sustainability Officer (CSO), CPO, CFO, Innovation Head, CMO, CIA, Chief Strategy Office (CSO) and CRO. The CEO and CPO focus on reducing GHG emissions and water intensity. The CSO's goals include process optimization, climate risk management, monitoring, reviewing environment targets and integrating climate issues into strategy. The CFO is accountable for sustainable financing and climate initiatives, while the Innovation Head drives climate-related innovations, and the CRO oversees climate risk monitoring and impact assessments. Our business growth strategy is driven by solutions like Smart City projects, Intelligent EV Charging, Energy Management, Green Data Centres, and Green IT Services solutions that reduce customer carbon footprints and directly influence leaders 'variable pay.

Material Issues and Metrics – External Stakeholders

Material Issue 1: Human Rights

. Cause of Impact Operational	External Stakeholders External Employees	Type of Impact Positive
Business Strategies Respect for human rights is woven into the fabric of our organizational culture at the Group Level. At TechM, we comply with all applicable laws on Employment, Labour, and Human Rights. We safeguard the interest of our stakeholders including our contractual staff through our need assessment exercise. This includes aspects like training on Human Rights issues which fosters the wellbeing of our stakeholders as well as serves as a paramount to our business. To emphasize the significance of human rights issues the % of support personnel trained was used as a statistic. This ensures fairness, create a harassment free, safe work environment and respect fundamental rights. Our contract associates are covered under the ambit of our POSH, CEBC and Data Privacy policies which direct the mechanisms for training that support the organization culture, reduce risk, and foster varied connection with stakeholder groups.		
. Output Metric **% of contractual staff trained on Human Rights**	Impact Valuation **Conducted, Quantified quality of life impacted. Used internal methodology, validated by 3rd party.**	Quantitative Impact Metric **Reduction in cases of workplace discrimination**

Material Issue 2: Waste Management

. Cause of Impact Operational	External Stakeholders Environment & Society	Type of Impact Negative
Business Strategies Waste disposed in landfills has an adverse impact on the local communities and environment. Organic waste decomposition in landfills produces GHG like methane and CO2 which contributes to global warming. Waste disposal at landfill sites causes potential health hazards to local communities, air and water pollution, land degradation, vegetation damage, accidental fires and explosions, and groundwater and surface water contamination. Tech Mahindra ensures that all waste we generate from our activities is reused, repurposed, or recycled through authorized vendors in a responsible manner. We have a robust system of segregation at the source which is collected and managed using the principles of circular economy. E-waste is collected and recycled through authorized vendors as per the guidelines of the E-waste (Management and Handling) Rules, 2011. Solid waste like food waste etc., is systematically being brought into the loop of the circular economy to implement zero waste in landfills.		
. Output Metric **% of waste disposed to landfill**	Impact Valuation **Conducted, environmental value lost/gained. Used internal methodology, validated by 3rd party.**	Quantitative Impact Metric **% of waste diversion rate**

16

ANNEXURES

Annexure A: Zero Waste to Landfill Certifications

Certificate 1:

eurofins | Assurance

CERTIFICATE

This certificate has been awarded to

TECH MAHINDRA LIMITED

That the Waste Management System has been assessed and determined to comply with the requirements of Eurofins Assurance Zero Waste to Landfill Certification.

Certificate Number
EF/CPA/042/2025

Certificate Issue Date
11/04/2025

Initial Certificate Date
11/04/2025

Valid Until
27/03/2028

Audit Date(s)
27-28/03/2025

Scope
Waste to Landfill diversion rate 85% - 95% is applicable to provide Information technology (IT) and business process outsourcing (BPO) services.

TECH MAHINDRA LIMITED
Plot No. 35 & 36, Unit No.12, SY No. 64, Hitech City Layout, Madhapur, Serlingampally, Rangareddy— 500081, Telangana, India.

Fulfils the requirements set out in
Advanced Waste Diversion Certificate:
Demonstration of diversion 85%– 95% of waste to landfill

Authorised by,
Ashit Kundra
Regional Director

Issued by,
Swapnil Savadi
General Manager

Eurofins Assurance India Pvt. Ltd.
#5401, Doddanakundi Industrial Area 2, Hoodi, Whitefield, Bangalore 560 048, Karnataka, India
www.eurofins.in/assurance

Validity of this certificate is subject to successful surveillance audits. This certificate has been issued under the presumption and conditional on the fact that the applicant holds all necessary legal rights with regard to the claim presented.

This certificate remains the property of Eurofins Assurance India Pvt. Ltd.

Certificate 2:

eurofins | Assurance

CERTIFICATE

This certificate has been awarded to

TECH MAHINDRA LIMITED

That the Waste Management System has been assessed and determined to comply with the requirements of Eurofins Assurance Zero Waste to Landfill Certification.

Certificate Number
EF/CPA/041/2025

Certificate Issue Date
11/04/2025

Initial Certificate Date
11/04/2025

Valid Until
26/03/2028

Audit Date(s)
26-26/03/2025

Scope
Waste to Landfill diversion rate 85% - 95% is applicable to provide Information technology (IT) and business process outsourcing (BPO) services.

TECH MAHINDRA LIMITED
Plot No.4, Rajiv Gandhi Infotech Park, Phase III, Hinjewadi, Pune—411057, Maharastra, India.

Fulfils the requirements set out in
Advanced Waste Diversion Certificate:
Demonstration of diversion 85%– 95% of waste to landfill

Authorised by,
Ashit Kundra
Regional Director

Issued by,
Swapnil Savadi
General Manager

Eurofins Assurance India Pvt. Ltd.
#5401, Doddanakundi Industrial Area 2, Hoodi, Whitefield, Bangalore 560 048, Karnataka, India
www.eurofins.in/assurance

Validity of this certificate is subject to successful surveillance audits. This certificate has been issued under the presumption and conditional on the fact that the applicant holds all necessary legal rights with regard to the claim presented.

This certificate remains the property of Eurofins Assurance India Pvt. Ltd.

Annexure B: ISO 14001:2015 (Environmental Management System)

Certificate 1 (Page 1 of 2)

bsi.

Certificate of Registration

ENVIRONMENTAL MANAGEMENT SYSTEM - ISO 14001:2015

This is to certify that:
Tech Mahindra Ltd.
44-46P, KIADB Industrial Area
Electronic City, Phase II
Hosur Road
Bangalore 561 100
Karnataka
India

Holds Certificate No: **EMS 654118**

and operates an Environmental Management System which complies with the requirements of ISO 14001:2015 for the following scope:

Provision of Services Related to Facility Management & Human Resources to Facilitate Software Project Execution.

For and on behalf of BSI:

Michael Lam, Senior Vice President, APAC Assurance

Original Registration Date: 2007-05-24
Latest Revision Date: 2025-05-22

Effective Date: 2025-05-24
Expiry Date: 2028-05-23

Page: 1 of 2

...making excellence a habit.™

This certificate was issued electronically and remains the property of BSI and is bound by the conditions of contract.
An electronic certificate can be authenticated online.
Printed copies can be validated at www.bsi-global.com/ClientDirectory or telephone +91 11 2692 9300.
Further clarifications regarding the scope of this certificate and the applicability of ISO 14001:2015 requirements may be obtained by consulting the organization.
This certificate is valid only if provided original copies are in complete set.

Information and Contact: BSI, Kitemark Court, Davy Avenue, Knowlhill, Milton Keynes MK5 8PP, Tel: + 44 345 080 9000
BSI Assurance UK Limited, registered in England under number 7805321 at 389 Chiswick High Road, London W4 4AL, UK.
A Member of the BSI Group of Companies.

Certificate 2 (Page 2 of 2)

Certificate No: **EMS 654118**

Location	Registered Activities
Tech Mahindra Ltd., 44-46P, KIADB Industrial Area Electronic City, Phase II Hosur Road Bangalore 561 100 Karnataka India	Provision of Services Related to Facility Management & Human Resources to Facilitate Software Project Execution.
Tech Mahindra Ltd., SEZ Unit II, Plot No 22 to 25 & 27 to 32, HITEC City Madhapur, Ranga Reddy District Hyderabad 500 081 India	Provision of Services Related to Facility Management & Human Resources to Facilitate Software Project Execution.

Original Registration Date: 2007-05-24
Latest Revision Date: 2025-05-22

Effective Date: 2025-05-24
Expiry Date: 2028-05-23

Page: 2 of 2

This certificate was issued electronically and remains the property of BSI and is bound by the conditions of contract.
An electronic certificate can be authenticated online.
Printed copies can be validated at www.bsi-global.com/ClientDirectory or telephone +91 11 2692 9300.
Further clarifications regarding the scope of this certificate and the applicability of ISO 14001:2015 requirements may be obtained by consulting the organization.
This certificate is valid only if provided original copies are in complete set.

Information and Contact: BSI, Kitemark Court, Davy Avenue, Knowlhill, Milton Keynes MK5 8PP, Tel: + 44 345 080 9000
BSI Assurance UK Limited, registered in England under number 7805321 at 389 Chiswick High Road, London W4 4AL, UK.
A Member of the BSI Group of Companies.

CERTIFICATE

EN ISO 14001

ÖKOZERT

certifies that the company

TECH mahindra

Tech Mahindra GmbH

Riesstr. 20; 80992 München
Nextower Thurn-und-Taxis-Platz 6; 60313 Frankfurt am Main
Harburger Schloßstr. 24; 21079 Hamburg

with the company sites
Engineering and IT services, including consulting, software
development and infrastructure management

has established and applies a
environment management system
according to
EN ISO 14001:2015

The proof was furnished by certification audit and written in
report - no.ÖK 2412041

Date of the
first certification: 2024-12-04

Registrations-no.:212128

Date of the
recertification: _ . _ . _

Valid until: 2027-12-03

ISO ZERT GmbH

EURAS

D-72766 Reutlingen · Gröner Weg 60 · Tel (07121) 263 94 53

EARTHCARE LABS PRIVATE LIMITED

Environmental Laboratory & Consultancy Organization
(NABL QCI Accredited , MoEF&CC Recognized, ISO 9001, ISO 14001 & OHSAS 45001 Certified)

Head Office: C-11, Amar Enclave Commercial Wing, Jog Layout, Prashant Nagar,
Near Ajni Square, Nagpur – 440 015, Tel & Fax: (0712) 2251470, **Mobile:** 9766616862
Email: earthcare2000@gmail.com, **Website:** www.earthcarenagpur.com

To Whom So Ever It May Concern

This is to Certify that Tech Mahindra Limited, Plot No. 58 A & B, NSEZ, Sector 82, Noida,
Uttar Pradesh-201305.Environmental Management System is designed to reduce its
Environmental Impacts and increase its operating efficiency.

For **EARTHCARE LABS PVT. LTD.**

(Chandrakant Jadhao)
Quality Manager
Mo. No. 8830764381

EARTHCARE LABS PRIVATE LIMITED

Environmental Laboratory & Consultancy Organization
(NABL QCI Accredited , MoEF&CC Recognized, ISO 9001, ISO 14001 & OHSAS 45001 Certified)

Head Office: C-11, Amar Enclave Commercial Wing, Jog Layout, Prashant Nagar,
Near Ajni Square, Nagpur – 440 015, **Tel & Fax:** (0712) 2251470, **Mobile:** 9766616862
Email: earthcare2000@gmail.com, **Website:** www.earthcarenagpur.com

To Whom So Ever It May Concern

This is to Certify that Tech Mahindra Limited, Hinjewadi MIDC, Phase-III, Rajiv Gandhi Infotech Park, Tal -Mulshi, Dist Pune. Environmental Managements System is designed to reduce its Environmental Impacts and increase its operating efficiency

For EARTHCARE LABS PVT. LTD.

(Chandrakant Jadhav)
Quality Manager

EARTHCARE LABS PRIVATE LIMITED

Environmental Laboratory & Consultancy Organization
(NABL QCI Accredited , MoEF&CC Recognized, ISO 9001, ISO 14001 & OHSAS 45001 Certified)

Head Office: C-11, Amar Enclave Commercial Wing, Jog Layout, Prashant Nagar,
Near Ajni Square, Nagpur – 440 015, Tel & Fax: (0712) 2251470, Mobile: 9766616862
Email: earthcare2000@gmail.com, Website: www.earthcarenagpur.com

To Whom So Ever It May Concern

This is to Certify that Tech Mahindra Limited, S. No. 1(p), 3(p), 8(p), 40, 71(p), 109, 152(p) SEZ Unit, SEZ MIHAN, Village -Tolhara, Tq. & Dist.-Nagpur- 441 108. Environmental Management System is designed to reduce its Environmental Impacts and increase its operating efficiency.

For EARTHCARE LABS PVT. LTD.

(Chandrakant Jadhav)
Quality Manager
Me. No. 8830784381

VISON LABS

Environmental Consultants & Analytical Services
Recognised by ISO/IEC 17025:2017 (NABL), MoEF & CC,
NABET-QCI, FSSAI, ISO 9001 : 2015 & OHSAS 45001 : 2018

To Whom So Ever It May Concern

This is to certify that M/s. Tech Mahindra Limited. Environmental Management System is designed to reduce its Environmental Impacts and Increase its Operating Efficiency.

Site Location details Enclosed Annexure - 1

Thanking you
Yours faithfully
For **Vison Labs**

Authorized Signature
Mr. T. Laxmikanth Reddy
Chief Executive Officer
Mobile No: 9849110019

H.No. 16-11-23/37/A, Flat No. 205, 2nd Floor, Opp. R.T.A. Office, Musarambagh, Malakpet, Hyderabad - 500 036.
Tel : 040-24544320, 24541338, Mob : 98491 10019 / 94408 41338. E-mail : Info@visonlabs.com, vison.labs@gmail.com
Web : www.visonlabs.com

VISON LABS

Environmental Consultants & Analytical Services
Recognised by ISO/IEC 17025:2017 (NABL), MoEF & CC,
NABET-QCI, FSSAI, ISO 9001 : 2015 & OHSAS 45001 : 2018

Annexure - 1

S. No.	Location Details	Address
1.	M/s. Tech Mahindra Limited. (TMLW)	SEZ Unit -II, Plot No.22 to25 &27to34, (TMLW)Hi-tech city, Madhapur, Ranga Reddy (D). Hyderabad.Telangana.
2.	M/s. Tech Mahindra Limited. (Guest House)	Guest House, Hi-tech city, Madhapur, Hyderabad. Telangana.
3.	M/s. Tech Mahindra Limited. (Info city)	Unit-12, Plot No.3 5&36, Hitech- City Layout, Sy.No.64, Madhapur, Hyderabad. Telangana.
4.	M/s. Tech Mahindra Limited. (SEZ – II, TMIC-SEZ)	SEZ Unit II, (TMIC-SEZ), Plot No.22 to 25,27 to 34, Hitech City, Madhapur, Ranga Reddy Dist, Hyderabad, Telangana State.
5.	M/s. Tech Mahindra Limited. (SEZ)	Special Economic Zone, Survey No. 62/1A, Qutubullapur Mandal, Bahadurpally Village District - Ranga Reddy, Hyderabad - 500043 Telangana, India.
6.	Mahindra University	Mahindra University, Survey No. 62/1A, Qutubullapur Mandal, Bahadurpally Village District - Ranga Reddy, Hyderabad - 500043 Telangana, India.
7.	M/s. Tech Mahindra Limited. Bangalore	No 44P,45P,46P KIADB Industrial Area, Electronic City Phase II, Bengaluru 560100, KARNATAKA, India.
8.	M/s. Tech Mahindra Limited. - Mumbai	Wing 1&2, Oberoi Estate Gardens, Chandivali, Andheri (East), Mumbai, Maharashtra – 400 072.
9.	M/s. Tech Mahindra Limited. – Ohri Towers	Plot No. 53/A, No. 9-1-134, Ohri Towers, Secunderabad, Telangana – 500 003
10.	M/s. Tech Mahindra Limited. – SEZ MIDC, Plot No. 1, Pune	Plot No. 01, Rajiv Gandhi Infotech Park, Phase-III, MIDC, Special Economic Zone, Hinjewadi, Pune, Maharashtra – 411057.
11.	M/s. Tech Mahindra Limited. – SEZ MIDC, Plot No. 4, Pune	Plot No. 04, Pune Special Economic Zone, Rajiv Gandhi Infotech Park, Phase-III, MIDC, Hinjewadi, Pune, Maharashtra – 411057.
12.	M/s. Tech Mahindra Limited. – Annex Sharada Centre, Pune	Unit-1, Sharada Centre, Off Karvee Road, Erandwane, Pune, Maharashtra – 411004
13.	M/s. Tech Mahindra Limited – Sholinganallur, Chennai	Survey No:602/3, ELCOT, Special Economic Zone 138, Sholinganallur (Village), Tambaram (Taluk), Kanchipuram (District), Chennai-600119, Tamil Nadu.
14.	M/s. Tech Mahindra Limited – Ambatur, Chennai	SBC TECH PARK, 90/B1, MTH Road, Industrial Estate, Ambatur, Chennai-600058, Tamil Nadu.
15.	M/s. Tech Mahindra Limited – Vizag, Andhra Pradesh.	S.No.44p, Near Bullaya College, Resapuvenipalem, Vishakapatnam-530013, Andhra Pradesh.
16.	M/s. Tech Mahindra Limited - Bhubaneshwar	SDC, Maitree Vihar Road, Chendrasekharpur, Bhubaneshwar, Odisha-751023.

H.No. 16-11-23/37/A, Flat No. 205, 2nd Floor, Opp. R.T.A. Office, Musarambagh, Malakpet, Hyderabad - 500 036.
Tel : 040-24544320, 24541338, Mob : 98491 10019 / 94408 41338. E-mail : Info@visonlabs.com, vison.labs@gmail.com
Web : www.visonlabs.com

EARTHCARE LABS PRIVATE LIMITED

Environmental Laboratory & Consultancy Organization

(NABL QCI Accredited , MoEF&CC Recognized, ISO 9001, ISO 14001 & OHSAS 45001 Certified)

Head Office: C-11, Amar Enclave Commercial Wing, Jog Layout, Prashant Nagar,
Near Ajni Square, Nagpur – 440 015, Tel & Fax: (0712) 2251470, Mobile: 9766616862
Email: earthcare2000@gmail.com, Website: www.earthcarenagpur.com

To Whom So Ever It May Concern

This is to Certify that Tech Mahindra Limited, Plot No. 131-133, NSEZ, Sector 82, Noida, Uttar Pradesh-201305.Environmental Management System is designed to reduce its Environmental Impacts and increase its operating efficiency.

For **EARTHCARE LABS PVT. LTD.**

(Chandrakant Jadhao)
Quality Manager
Mo. No. 8830764381

23

Annexure C: ISO 9001:2015 (Quality Management System)

TÜVNORD

Certificate

Management system as per

ISO 9001:2015

The Certification Body TÜV NORD CERT GmbH. hereby confirms as a result of the audit, assessment and certification decision according to ISO/IEC 17021-1:2015, that the organization

TECH MAHINDRA LTD.
Corporate Block, 2nd Floor, Plot No.1, Phase -III,
Rajiv Gandhi Infotech Park, Hinjewadi,
Pune – 411 057, Maharashtra,
India

with the locations according to the annex

operates a management system in accordance with the requirements of ISO 9001 : 2015 and will be assessed for conformity within the 3 year term of validity of the certificate.

Scope
The Provision of Consultancy and Software Development, Application Support, System Integration, IT Enabled & Business Process Improvement Services, Security Operations Centre & Network Operations Centre Services, IT enabled Infrastructure Service, Cloud Based Deployments, Engineering Services for Global Customers Encompassing all the Business Verticals of the Organization Along with In-House Enabling Functions. The Provision of IT Enabled & Business Process Improvement Services for Global Customers Involving Back Office Processes Such as Assignment and Activation, Order Management, Billing and Other Transaction Intensive Activities, Voice/Mail/Chat Based Contact Centre for Customer Service, Product Support and Help Desk Services. The Provision of Business Process Outsourcing Services like Artwork Management, Pharmacovigilance Contact Centre, Service Desk Services, GIS Services, BFSI and other Front and Back Office Operation.

Certificate Registration No. **04 100 032275**
Audit Report No. **COR/AUD/25-26/0221**

Valid from **30.03.2025**
Valid until **29.03.2028**
Initial certification **2003**

Mumbai, **21.05.2025**

Certification Body at TÜV NORD CERT GmbH

Visit our database to verify the validity of this certificate.

TÜV NORD CERT GmbH
Am TÜV 1, 45307,
Essen

IAF   **DAkkS**
Deutsche
Akkreditierungsstelle
D-ZM-12007-01-00

www.tuev-nord-cert.com

TÜV

TÜVNORDGROUP

Annexure D: Human Rights Assessment Certifications

Certificate (Left)

TÜVINDIA

Certificate

Human Rights Assessment
GRI 401, 402, 403, 404, 405, 406, 407, 408, 409, 411, 413, 414, 415, 416, 417, 418, 419 series & UNGPs
(A. Foundational Principles – A1, A1.2, A1.3, A2, A2.5 and
B. Operational Principles – B1, B2 and C. Operational Principles – C1, C1.1, C3.2, C4.3, C6)

In accordance with TUV INDIA procedures, it is hereby confirmed that

TECH MAHINDRA LIMITED
Plot No. S – 1, Maitree Vihar Road, Maitri Vihar, Rail Vihar, Chandrasekharpur, Bhubaneswar– 751023, Odisha, India

applies System in line with the above standard for the following scope

Scope

Provision of IT Services.

Certificate Registration No. **HRA 01 00011**   Valid from **05.06.2025**
Audit Report No. **Q 13501/2025**   Valid until **04.06.2026**
  Initial certification **05.06.2025**

Mumbai, **05.06.2025**   Certification Body at TÜV INDIA PVT. LTD.

This certification was conducted in accordance with the TÜV INDIA auditing and certification procedures.
The Services & System related liabilities are with certified Client.

TUV INDIA PVT. LTD.
801, Raheja Plaza 1, L.B.S Marg,
Ghatkopar (W) Mumbai – 400 086,
India
www.tuv-nord.com/in

TÜV ®   **TÜVNORD**GROUP

Certificate (Right)

TÜVINDIA

Certificate

Human Rights Assessment
GRI 401, 402, 403, 404, 405, 406, 407, 408, 409, 411, 413, 414, 415, 416, 417, 418, 419 series & UNGPs
(A. Foundational Principles – A1, A1.2, A1.3, A2, A2.5 and
B. Operational Principles – B1, B2 and C. Operational Principles – C1, C1.1, C3.2, C4.3, C6)

In accordance with TUV INDIA procedures, it is hereby confirmed that

TECH MAHINDRA LIMITED
Survey No. 602/3, ELCOT Special Economic Zone, 138 Sholinganallur Village, Tambaram Taluk, District – Kancheepuram, Chennai – 600 119, Tamil Nadu, India

applies System in line with the above standard for the following scope

Scope

Provision of IT Services.

Certificate Registration No. **HRA 01 00010**   Valid from **05.06.2025**
Audit Report No. **Q 13500/2025**   Valid until **04.06.2026**
  Initial certification **05.06.2025**

Mumbai, **05.06.2025**   Certification Body at TÜV INDIA PVT. LTD.

This certification was conducted in accordance with the TÜV INDIA auditing and certification procedures.
The Services & System related liabilities are with certified Client.

TUV INDIA PVT. LTD.
801, Raheja Plaza 1, L.B.S Marg,
Ghatkopar (W) Mumbai – 400 086,
India
www.tuv-nord.com/in

TÜV ®   **TÜVNORD**GROUP

bsi.

Certificate of Registration

OCCUPATIONAL HEALTH & SAFETY MANAGEMENT SYSTEM - ISO 45001:2018

This is to certify that:

Tech Mahindra Ltd.
Tech Mahindra Learning World
SEZ Unit II,Plot No 22 to 25 & 27 to 32
HITEC City
Madhapur, Ranga Reddy District
Hyderabad 500 081
Telangana
India

Holds Certificate No: **OHS 607530**

and operates an Occupational Health and Safety Management System which complies with the requirements of ISO 45001:2018 for the following scope:

Provision of services related to Facility Management & Human Resources to facilitate Software Project Execution

For and on behalf of BSI:

Theuns Kotze, Managing Director Assurance - IMETA

Original Registration Date: 2019-06-03   Effective Date: 2023-03-31
Latest Revision Date: 2023-03-04   Expiry Date: 2026-03-30

Page: 1 of 2

...making excellence a habit.™

This certificate was issued electronically and remains the property of BSI and is bound by the conditions of contract.
An electronic certificate can be authenticated online.
Printed copies can be validated at www.bsi-global.com/ClientDirectory or telephone +91 11 2692 9000.
Further clarifications regarding the scope of this certificate and the applicability of ISO 45001:2018 requirements may be obtained by consulting the organization.
This certificate is valid only if provided original copies are in complete set.

Certificate No: **OHS 607530**

Location	Registered Activities
Tech Mahindra Ltd. Tech Mahindra Learning World SEZ Unit II,Plot No 22 to 25 & 27 to 32 HITEC City Madhapur, Ranga Reddy District Hyderabad 500 081 Telangana India	Provision of services related to Facility Management & Human Resources to facilitate Software Project Execution
Tech Mahindra Ltd. Site No. 44-46P, KIADB Industrial Area Electronic City, Phase II Hosur Road Bangalore 561 100 Karnataka India	Provision of services related to Facility Management & Human Resources to facilitate Software Project Execution

Original Registration Date: 2019-06-03   Effective Date: 2023-03-31
Latest Revision Date: 2023-03-04   Expiry Date: 2026-03-30

Page: 2 of 2

This certificate was issued electronically and remains the property of BSI and is bound by the conditions of contract.
An electronic certificate can be authenticated online.

26

Annexure F: Our External Engagement in FY25

World Economic Forum (WEF) Meeting at Davos, Switzerland

The 56th Annual Meeting took place from 20th to 24th January, bringing together world leaders to address key global and regional challenges. This year, we unveiled Tech Mahindra's pavilion for the first time, where our leadership engaged in meaningful discussions with key stakeholders, including media, customers, and partners.

National Association of Software and Service Companies (NASSCOM)

Annexure G: Independent Assessment of Board Members

TechM Board is well-versed with all aspects of Sustainability (including, Climate Risks & Opportunities) for Business. The Board is assessed & evaluated on various ESG parameters and the certification demonstrates the Board's Competence on Sustainability (including, Climate Risks & Opportunities). As we conduct regular performance reviews and independent assessments every three years. This process is now underway.

SUSTAINABILITY & STRATEGY

CERTIFICATE OF ASSESSMENT

Upon thorough and fair assessment of the Board of Directors on

ESG And Climate-Related Risks, Opportunities and Impacts

As per our assessment procedures we find the Board to have adequate functional knowledge and this certificate is hereby presented to

Tech Mahindra Ltd

on this **18th day of August 2022**, for FY 2021-22.

The certification is as per the Sustainability & Strategy assessment methodology which is based on the principles covered by TCFD, CDP and GRI 305-2016 standards.

Valid till 18th August 2023

Nidhi Ladha
Partner, ESG and Sustainability
Sustainability and Strategy

Aneesh Issar
Partner, Business Strategy and Growth
Sustainability and Strategy

All Systems and Services Liabilities associated with this certification reside with the Certified entity

SUSTAINABILITY & STRATEGY: C-618, Sushant Lok-1, Gurugram -122002   Contact: info@sustainabilityandstrategy.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.

Thank You

Visit us at techmahindra.com