

Date: 19th December 2025

To,

BSE Limited

Phiroze Jeejeebhoy Towers,
Dalal Street,
Mumbai - 400 001
Scrip Code: 532755

National Stock Exchange of India Limited

Exchange Plaza, 5th floor,
Plot No. - C/1, G Block,
Bandra-Kurla Complex, Bandra (East),
Mumbai - 400 051
NSE Symbol: TECHM

Sub.: Disclosure under Regulation 30 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015

Dear Sir / Madam,

Pursuant to Regulation 30 read with Schedule III of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 ('SEBI Listing Regulations'), we wish to inform you that the Company has received an order from the Office of the Regional Provident Fund Commissioner-I, Pune-I under Section 7A of the Employees' Provident Funds And Miscellaneous Provisions Act, 1952.

Basis the Company's assessment, an appeal will be filed, and the Company is hopeful of a favorable outcome at the appellate level and does not reasonably expect the said Order to have any material financial impact on the Company.

The order dated 17th December 2025 was received by the Company via email on 18th December 2025 at 6.45 p.m. (IST).

Details in respect of the Order as required under Regulation 30 of the SEBI Listing Regulations are enclosed as Annexure A.

This disclosure is also available on the website at www.techmahindra.com

This is for your information and records.

Thanking you,

For Tech Mahindra Limited

Ruchie
Khanna
Digitally signed
by Ruchie
Khanna
Date: 2025.12.19
18:40:44 +05'30'

Ruchie Khanna
Company Secretary

Encl.: As above

**Annexure A****The details as required under Regulation 30 the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015**

Sr. No.	Particulars	Disclosure
1.	Name of the Authority from whom communication received	The Office of the Regional Provident Fund Commissioner-I, Pune-I ("PF Authority")
2.	Date of receipt of order	<p>Order under Section 7A of the Employees' Provident Funds And Miscellaneous Provisions Act, 1952</p> <p>The order dated 17th December 2025 was received by the Company via email on 18th December 2025 at 6.45 p.m. (IST).</p>
3.	Nature and details of the action(s) taken or order(s) passed	<p>The Company has received an order directing the Company to remit an amount of Rs. 1287.44 Crores (towards PF Contribution of Rs. 566.78 Crores and interest of Rs. 720.66 Crores) to the Provident Fund accounts of certain identified domestic employees and employees deputed in the foreign locations in non-SSA countries (Countries with which India do not have Social Security Agreement).</p> <p>The order relates to the period May 2014 to March 2016.</p>
4.	Details of violation(s) / contravention(s) committed or alleged to be committed	<p>The Employees Provident Fund Organization (EPFO) has alleged non-remittance by the Company of Provident Fund contribution to certain identified domestic employees and employees deputed in the foreign locations in non-SSA countries.</p> <p>The Order has resulted in demand of Rs. 1287.44 Crores towards Provident Fund plus interest, payable to identified employees.</p>
5.	Details of impact on financial, operation or other activities of the listed entity, quantifiable in monetary terms to the extent possible	<p>The said Order does not have any material financial impact on the Company.</p> <p>The Company has already made appropriate disclosures of the above matter as part of its Contingent Liabilities, in the Audited Financial Statements of the Company.</p> <p>Basis the Company's assessment, an appeal will be filed, and the Company is hopeful of a favorable</p>



Sr. No.	Particulars	Disclosure
		outcome at the appellate level and does not reasonably expect the said Order to have any material financial impact on the Company.
