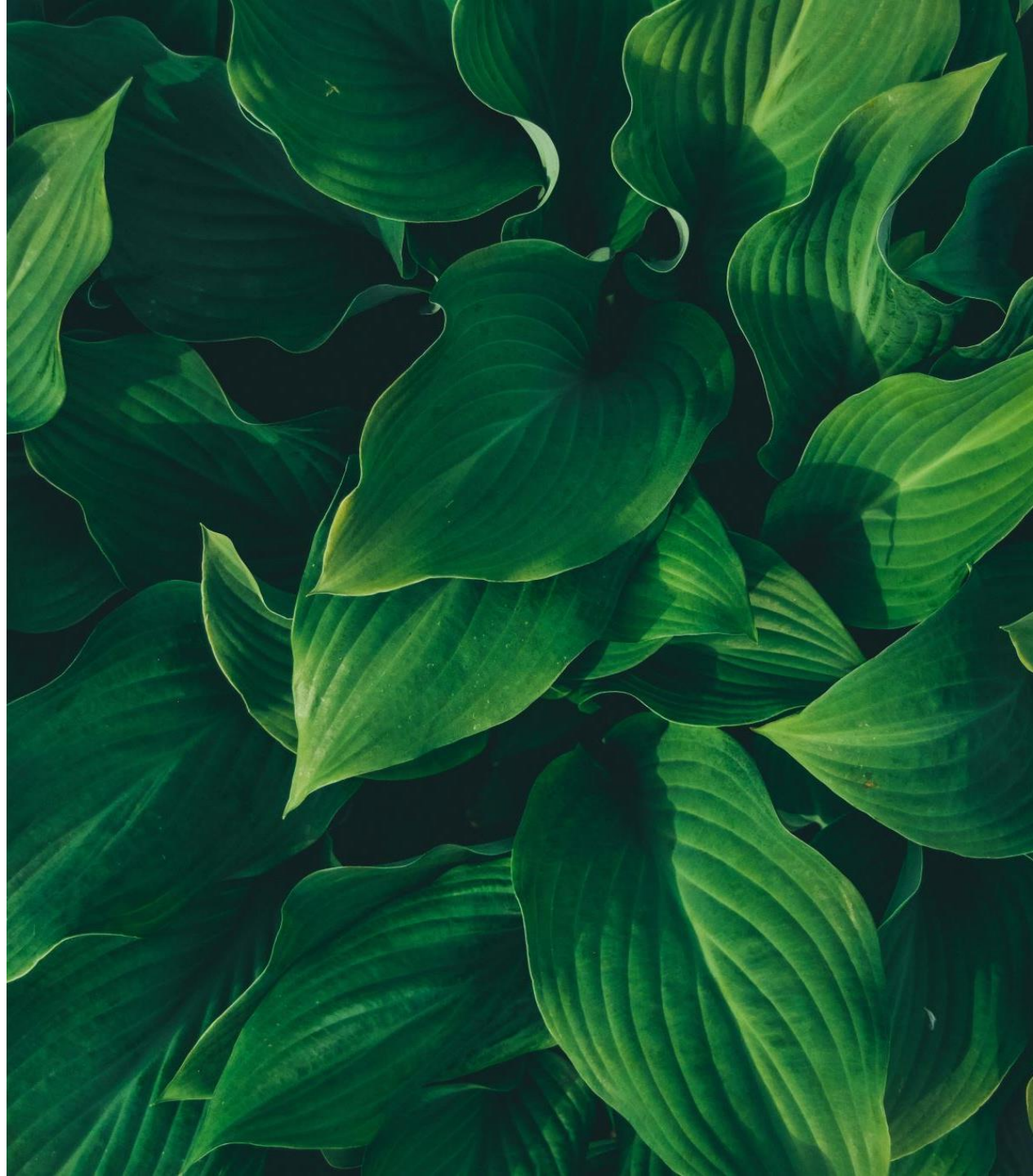


Sustainability at TechM

Scale at Speed with Sustainability



Leading with Purpose

We remain among the top five IT service providers worldwide and maintain our role within India as a leader in sustainability.



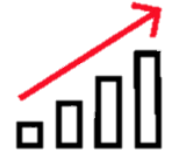
Focus on enhancing operational eco-efficiency



Lead Sustainability Transformation through Process Improvements, Innovation and Disruption



To be rated amongst the top brand to work for



Focused responsible business growth

We are committed to pursuing **'Purpose beyond Profits'** by embedding ESG principles into our core strategy and maintaining a balance between Sustainability and overall business profitability, thus creating a long-term positive impact on the planet and society while providing greater value for all our stakeholders.

Introduced Vision FY27, comprising strategies for growth, organization and operations aimed at driving topline growth and achieving industry standard margins with high predictability.

A promise of
Scale at Speed



₹ 529,883 Mn Revenue



148,700+ Employees



1,100+ Clients



90+ Countries

Our Global Footprint



Our Service Lines

Next-Gen Services	Digital Enterprise Application	Network Services	Cloud & Infra Services	Engineering Services
Application Development & Management	TechM Consulting	BPS	XDS	Sustainability Offerings

AMERICAS

24 offices
 13 development centres
 16 countries
 US\$ 3,176 Mn,
 51% revenue

EUROPE

29 offices
 18 development centres
 26 countries
 US\$ 1,510 Mn,
 24% revenue

REST OF THE WORLD

83 offices
 13 development centres
 50 countries
 US\$ 1,578 Mn,
 25% revenue

Recognized Sustainability performance



First Indian company in the world to have been awarded the Sustainable Markets Initiative's **Terra Carta Seal**



CDP 2024
Only Indian IT company in the "A" list of CDP Climate, Water Security



Dow Jones Sustainability Index (DJSI) 2024
Top Indian company in Software & Services on DJSI World Index 2024 and has been ranked **2nd** globally



Sustainability Leader Award by **SEAL Awards** among 6 leaders selected for 2025



Only Indian IT company to be included in the **top 5%** of **global** sustainable companies and a member of **S&P Global Yearbook 2024**



TIME and Statista Included in **World's Most Sustainable Companies 2024** list. **#1** among all Indian companies.



Dun & Bradstreet India - ESG Champion of India in the Software and IT Services Sector **2024**



Business World Sustainability Conclave 2025
Recognized as **India's Most Sustainable Business of the Year 2025**.



Champions of Green Practices by **ET Edge** Global Sustainability Alliance - Sustainable Organizations **2025**



Morgan Stanley Capital International 2025
Awarded "**A**" rating badge



Included in the **Sustainalytics 2025 Top-Rated** ESG Companies list



Constituent of **FTSE4Good Index Series 2024** for the **9th** consecutive year

Our Sustainability Mandate

MAHINDRA SUSTAINABILITY FRAMEWORK

Building enduring businesses by rejuvenating
The environment and enabling stakeholders to rise

PEOPLE

Enabling Stakeholders
to Rise

- Build a Great place to work
- Foster Inclusive Development
- Make Sustainability Personal

PLANET

Rejuvenating the
Environment

- Achieve Carbon Neutrality
- Become Water Positive
- Ensure No Waste to Landfill
- Promote Biodiversity

PROFIT

Building Enduring
Business

- Grow Green Revenue
- Mitigate Risks including
Climate Risk
- Make Supply Chain Sustainable
- Embrace Technology and
Innovation
- Enhance Brand Equity

PARTNERING, LEARNING, SHARING

GIVING BACK MORE THAN WE TAKE

Our ESG Roadmap

Environmental



Climate Resilience

Achieve Net Zero **2035** (**22%** reduction of Scope 1+2 emissions in FY 25 against baseline FY16)



Focusing on Renewable

90% Renewable Energy by **FY30** (**31%** for owned and **22.65%** globally till **FY25**)



Solid Waste Management

Zero Waste to Landfill by **FY26** for 13 Owned locations (**10 of 13** locations certified till **FY25**)



Afforestation

Plant **1,50,000** trees by **FY26**
1,37,790+ trees planted till **FY 25**



Water Security

Reduce Water Withdrawal intensity by **20%** by **FY26** (**4.98 kl/person** in **FY25**)



Sustainable Supply Chain

Audit **200** Suppliers on Sustainability by **FY26** (Audited **170+** suppliers till **FY 25**)

Social



Women Empowerment

37% Women in organization & **12%** in senior management by **FY26** (Women overall **34.47%** in **FY25**, Women in sr. mgmt. **11.42%** in **FY25**)



Human Rights Assessments

100% of 13 Owned locations by **FY26**. (**11 of 13** locations certified till **FY25**)



Volunteering Hours

180,000 per year by **FY26** (Green Marshals: **7,466** hours, CSR & ISR: **126,470+** hours in **FY25**)



Employee Recognition

60% associates to be recognized by **FY26** (**54%** associates recognized in **FY25**)



CSR Projects (Employability)

TMF Smart Centers: **120** by **FY26** (**73** in **FY25**)
TMF Smart Academies: **15** by **FY26** (**12** in **FY25**)



CSR Projects (Disability)

TMF Disability Projects: **50** by **FY26** (**45** in **FY25**)



CSR Beneficiaries (Direct & Indirect)

70,000 Direct & **25 Lakh** Indirect by **FY26** (**1.82 Lakh** Direct & **2.75 Lakh** Indirect in **FY25**)

Governance



Maintain High Corporate Standards

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



Integrated Reporting

- Aligned to **IIRC**, **GRI** standards 2021, and **SASB** framework, **BRSR**
- Scenario Analysis carried out according to **TCFD** recommendations & mapping of UN SDG Goals
- Conducted **first time mapping** of ESG disclosures to **ISSB**



Board of Directors

- **4** women directors, exceeding the mandate of **1**
- Independent directors: **6 (60%)**, exceeding the mandate of **50%**
- Board Diversity policy

ENVIRONMENT

Our Environmental Commitments



Achieve carbon neutrality by 2030



Attain Net Zero by 2035



Increase renewable energy sourcing to 50% by 2026 and 90% by 2030



Become water positive by 2030



Zero Waste to Landfill (ZWL) certification for 100% owned facilities by 2026



Impart eco-design training to all the direct employees by 2030

Our Environmental Initiatives



Solar PPAs (Power Purchase Agreements)

- Increasing our renewable energy sourcing from **Solar Panels (4MW) and** through **PPAs** at Pune (**5 MW**) and Noida (**1.5 MW**) locations & with previously purchased PPAs at Bengaluru (**10MW**). Also, we signed PPAs to start RE sourcing at Chennai (1.5 MW), and Hybrid Wind and Solar PPA at Pune (1.85 MW)



Zero-waste to Landfill (ZWL)

- Obtained **ZWL certifications** for **10** locations **Bangalore, Hyderabad, Pune Hinjewadi Plot 1 and 4, Chennai, Noida, Hyderabad TMIC and TMIC SEZ, Chandigarh and Nagpur**



Green and Sustainable campus

- **Gold, Platinum LEED** certified buildings at **Bangalore, Chennai, Pune, Noida, Hyderabad TMTC SEZ (FY25)**
- **ISO14001 EMS, ISO 45001** certified facilities.
- **Smart BMS** Control system with **Smart LED Lighting, HVAC and VFD cooling, Smart Parking, Occupancy Motion** sensors



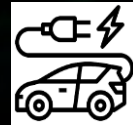
Science Base Targets (SBTi)

- Committed to SBTi Net Zero targets in line with the climate science.



Internal Carbon Price (ICP)

- Implemented Internal Carbon Price of **\$12/MTCO2e** to boost green investments.



Green Commute

- Adopted **EVs** for employee commute Noida saved **215 MTCO2e** in FY25.
- Provided **Electric charging points** at 100% owned locations



Energy, Waste and Water conservation measures

- **STP** for **recycling wastewater** and RO Plant for drinking water treatment.
- **Food waste recycling** through **Organic Waste Compositor**
- **Green E-waste** disposal.



Eco Design Training

- Eco design training to the employees on weekly basis and part of **Induction program** to create awareness for new hires.

Our Energy Efficiency Initiatives

54,483 GJ Energy and **10,850+** MTCO₂e emissions saved through installation of LEDs, motion sensors and energy efficient practices and technologies till FY25*

Achieve **20%** reduction in energy consumption by FY30 against FY21

5 Buildings have been received green building certification by the IGBC/LEED

Energy demand for TechM's operations primarily stems from lighting, cooling, and connected loads. With a strong focus on energy efficiency and conservation, TechM actively boosts the contribution of renewable energy sources in its energy mix each year to reduce its environmental impact.

Initiatives:

- ü Adopting Green Building practices
- ü Employing data centre consolidation, server virtualisation, energy efficient equipment, natural and adiabatic cooling methods
- ü Standardisation of cafeteria AC operations
- ü TechM conducts employee engagement programmes, including awareness campaigns, training sessions

Actions:

- ü Investing significantly in renewable energy, including solar LED lights and water heaters
- ü Installation of energy-efficient cooling technology, HVACs, VRVs, and building controls
- ü Conduct water audits

Our Water Positive Promise

64%

Reduction in water withdrawal intensity from the base year (13.73 KL/person in FY16)

4.98

KL/Person
Water withdrawal intensity

100%

Owned facilities are Zero Liquid Discharge

Taking proactive steps to become Water Positive by 2030, conserving and replenishing water resources

TechM has established a [Water Management Policy](#) and meaningful targets to enhance water efficiency and increase the utilisation of wastewater through technology-driven innovations.

Initiatives:

- ✓ Installing Rainwater Harvesting Plants
- ✓ Water conservation workshops to raise awareness among associates about Water Risks and Conservation
- ✓ Monitoring and promoting water stewardship across the value chain

Actions:

- ✓ Conducted water audits and assessments to monitor water usage and identify areas for better water efficiency through data gathering and continuous review.
- ✓ Investment in R&D
 - To date, over **6,830+** water restrictors and sensors have been installed, resulting in a significant reduction in water consumption.
 - For Upgrading Sewage Treatment Plants (STPs) with MBR Technology to enhance efficiency.
- ✓ WASH tool for water sanitation and hygiene scored at **1.92** of 2 in FY25.

Our Waste Management

607.51 MT of waste was diverted from disposal, comprising 99% of total waste generated (615.41 MT)

7.90 MT of waste was directed to disposal, comprising 1% of total waste generated (615.41 MT)

100% 13 owned facilities to be Zero Waste to Landfill certified by 2026

Effective waste management is imperative for TechM's business operations, encompassing a multifaceted approach that integrates environmental responsibility, regulatory compliance, cost reduction, reputation enhancement, fostering innovation.

Initiatives:

- ✓ Implementing comprehensive recycling program these programmes are integrated to reduce the amount of waste sent to landfill
- ✓ Plastic free campus

Actions:

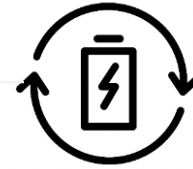
- ✓ Waste audits are conducted regularly to identify opportunities for optimising waste, with focus on obtaining ZWL (Zero Waste to Landfill) certification after each audit
- ✓ Implementing waste reduction policies
- ✓ Waste reduction training is provided to employees to raise awareness and promote responsible waste management practices throughout the organisation
- ✓ Investments in research & development aimed at minimizing digital wastage such as cloud based usage to optimize server usage. Our initiatives span IT hardware lifecycle assessment to extend their longevity to reduce premature disposal.

Our Environmental Highlights FY25



Climate Change

- **Scope 1+2** reduced by **22%** against base year FY16.
- Reduction of **24,680+** MTCO₂e GHG emissions by **Renewable Energy**.
- Planted **137,790+** trees till **FY24** helped us save **3,400** MTCO₂e.
- Implemented **Internal Carbon Price of \$12** per ton CO₂e.



Energy Management

- Increased **RE** from **1.77%** (in baseline year FY16) to **31%** for owned locations and **22.65%** globally in **FY25**.
- **33.95 Mn** units of electricity consumption saved through **Renewable Energy**.
- **54,483 GJ** saved through LEDs, sensors and efficient equipment till **FY25**.
- Green building certification helped saved **21%** of energy consumption.



Water & Waste Management

- Recycled and reused **332 Million** liters **wastewater through STPs and**
- Recharged **44.47 Million** liters of ground water levels by **rainwater harvesting** plants equivalent to **60%** of total water withdrawal .
- Achieved **WASH** tool score of **1.92**.
- **84 tons (32%)** of food waste is converted to manure through **Organic Waste Converters**
- **97%** of total waste is **recycled/reused/sold**.

Our Sustainable Supply Chain Management

- ✓ Embracing suppliers from diverse backgrounds.
- ✓ Responsible sourcing standards are a part of supplier contracts.
- ✓ Our Sustainable Supply Chain Management (SSCM) Policy establishes stringent sustainability standards for suppliers, vendors, and partners.
- ✓ Regular Supplier Audits and assessments.
- ✓ Empowering suppliers through capacity building workshops, training and engagement to enhance sustainability outcomes.

KEY HIGHLIGHTS

88.92%

Of procurement budget spent on local suppliers in FY25

170 out of top 200 Key suppliers were assessed for environmental and social impacts representing 85% of top suppliers

2

Supplier capacity building workshops conducted

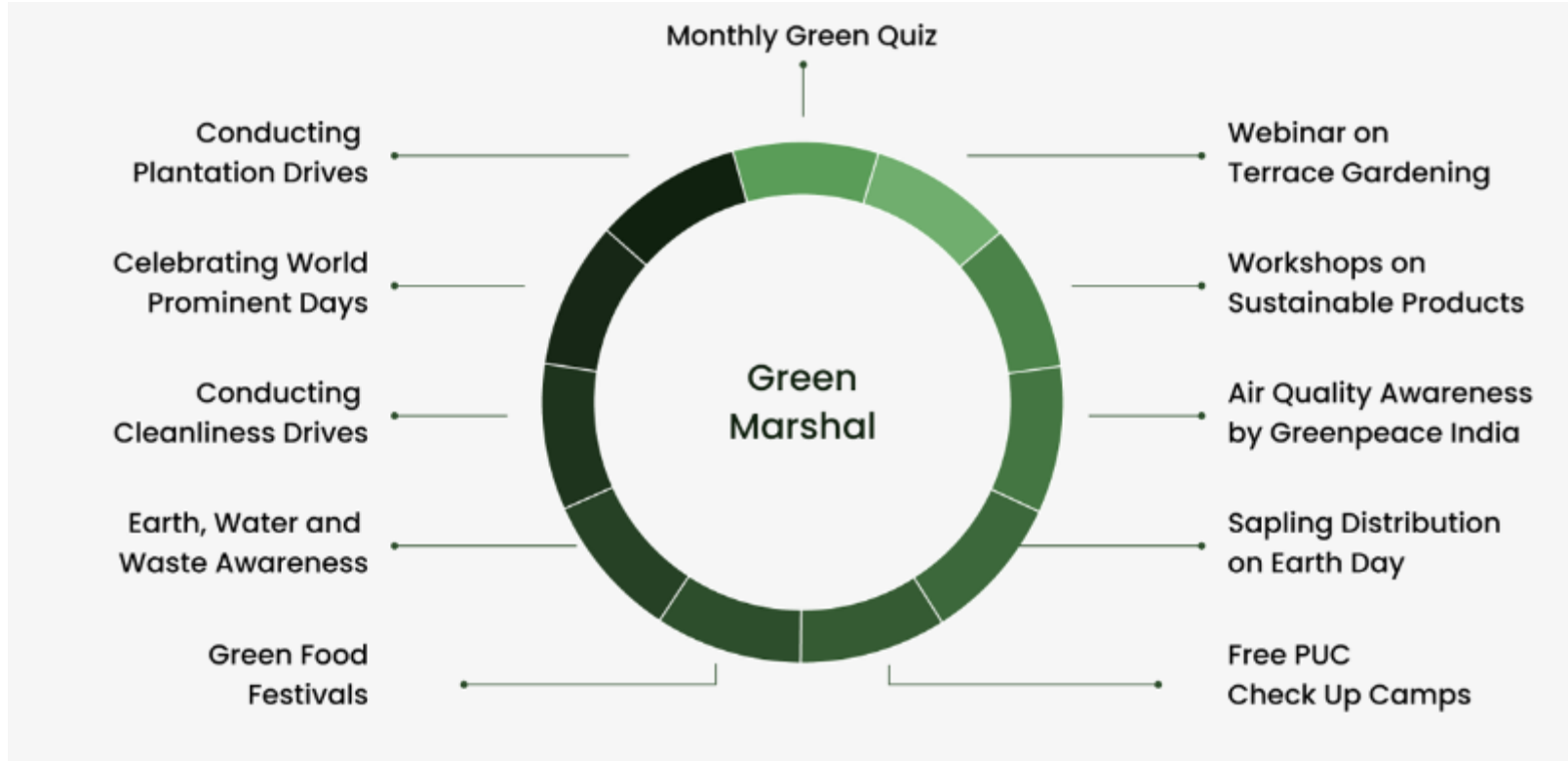
29%

of global spend of TechM's IT suppliers are certified diverse suppliers during FY25



Integrating **Sustainability** in
Supply Chain to strengthen operations and drive
Positive Change.

Making Sustainability Personal



Training on Green Initiatives



Build network of likeminded Green Marshals.
Encourage Carpooling



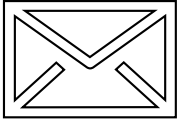
No plastic in campus.



Newer ways of Conservation

Our Green volunteer's participation was **7,466** hours in **FY25**

Decarbonization Pathway



Roadmap set to reduce 90% of Scope 1,2 and 3 GHG emissions in alignment with the SBTi Net Zero Standard and climate science, from 114,309 MTCO₂e of Scope 1+2 GHG emissions with the base year FY16 and from 48,929 MTCO₂e of Scope 3 GHG emissions with the base year FY20. The remaining unavoidable emissions will be offset by investing in carbon credits and carbon sequestration through the planting of trees to achieve Net Zero by 2035.



Renewable Energy

- ✓ Increase RE to 90% till 2030 through onsite installations and adopting PPA's



Resource Efficiency

- ✓ Replace phase-wise LED's and install motion sensors to reduce 20% of emissions
- ✓ Install efficient VRV & HVAC's
- ✓ Star rated or energy efficient procurements of laptops, desktops, hardware & other equipment



Carbon Sequestration

- ✓ Tree plantation to reduce 10% of emissions by 2030
- ✓ Plant 150,000 trees by FY26 and 350,000 by FY30.



Zero Waste to Landfill (ZWL)

- ✓ ZWL certification for all owned facilities by FY26 and extend to all global locations by FY30.
- ✓ Enable circular economy reducing emissions through logistics



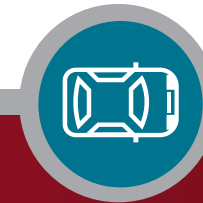
Sustainable Procurement

- ✓ Sustainable procurement from suppliers who are committed to sustainable practices.
- ✓ Preference to local suppliers and carbon efficient logistics to reduce relevant travel emissions.



BMS with IoT

- ✓ Building Management systems integrated with IoT and automated sensors



Reduce Personal Commute

- ✓ Reduce 30% of emissions by FY26 and 50% by FY30.
- ✓ Advocacy campaign to use company/public transport & pool services to reduce personal commute.



Reduce Business Travel

- ✓ Enable Virtual meetings through VCS, Teams etc.
- ✓ Implement 30% virtual conferencing by FY26 and 50% by FY30.

SOCIAL



Our People Philosophy

EMPLOYEE VALUE PROPOSITION

We offer our associates the '**Freedom to Explore**' so they can experiment and embrace new opportunities to Connect, Co-create & Celebrate.



CONNECT
Aspirations to Achievements

Establish and nurture relationships to build a fulfilling career.



CO-CREATE
New approaches & breakthrough Solutions

Encourage doing new things and finding new ways of innovating.



CELEBRATE
Seamless blending of Life & Work

Leverage diverse perspectives to seek excellence while pursuing passion.

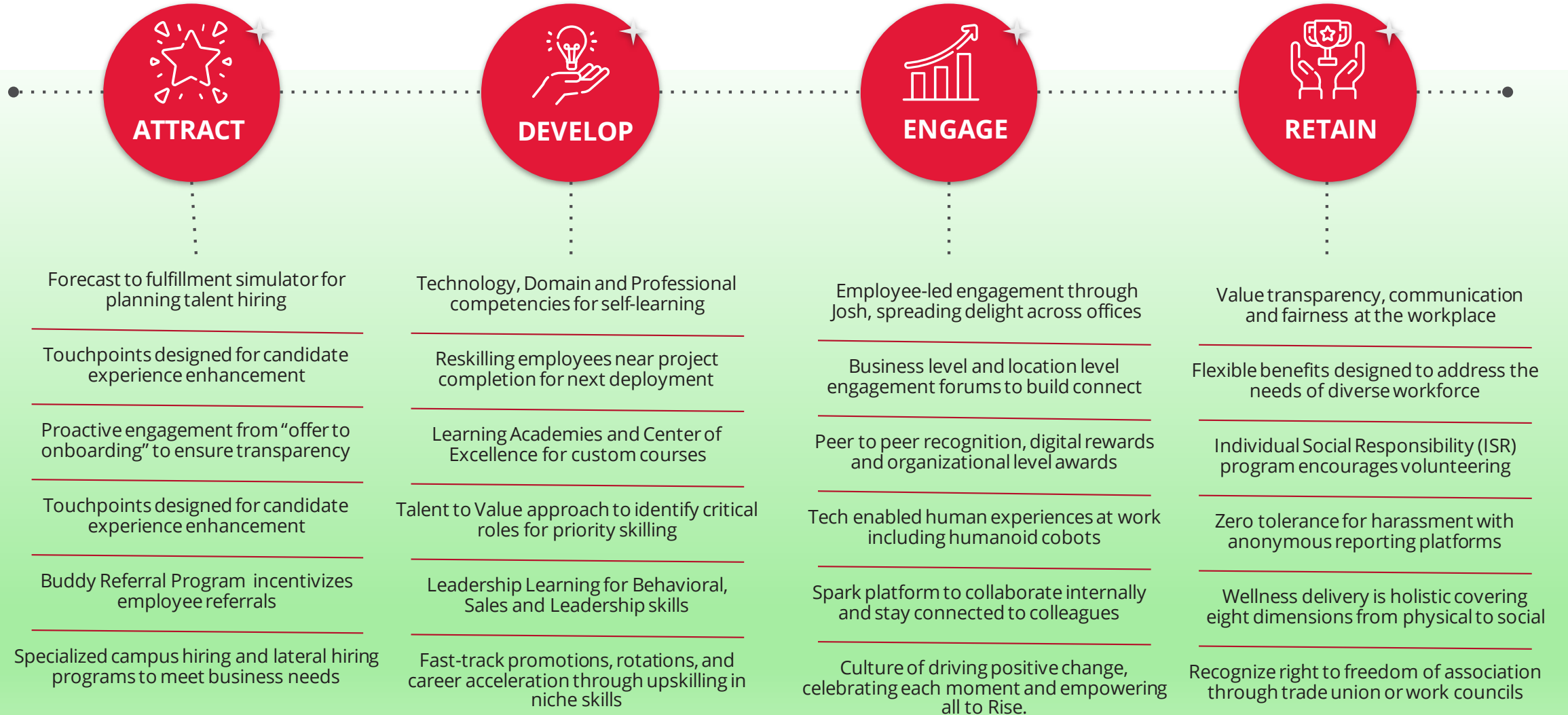


TechM CARES Framework

A formal process of survey for internal Employee engagement which focuses on the aspects such as **Career growth, Job satisfaction, Happiness, Stress, Clear Purpose, Alignment, Recognition, Empowerment** and **Strive**. All people practices, policies & programs are aligned to these dimensions. Our people management process include strategies to **attract, develop, engage** and **retain** employees.

Our latest employee satisfaction score as per MCARES Survey is **88.6%** and % of employees who responded to the survey is **48%** in FY25

Our People Initiatives





DIVERSE AND INCLUSIVE WORKFORCE

34.47% global women representation with target of 37% by FY26

96.62% talent are local hires (from the same nation) with a presence in 90+ countries

Female attrition rate at 10.8% is lower than male attrition at 12.3%

TALENT DEVELOPMENT & RETENTION

50.35 Average hours of training & Skill Development programs

Appraisal based on performance & career development

48% Open positions filled by internal candidates

EMPLOYEE ENGAGEMENT & WELL-BEING

Deliver human-centered experience in a hybrid work environment

'Holistic and collective well-being' through wellness-first offerings

Employee recognition programs to help nurture a culture of appreciation

We are developing
Our People
for an
Empowered Future.

Our Safe Workplace Initiatives

Health, Safety, and Environment (HSE) Policy ensures compliance with environmental and workplace health and safety regulations.

- TechM's HSE Management systems and practices are certified and complies with **ISO 14001 and 45001** standards.
- HSE Committee at regional level reports to global **HSE Forum** on incidents and preventive actions taken.
- Utilises Hazard Identification and Risk Assessment (**HIRA**) framework to effectively manage workplace related health & safety hazards
- Behaviour Based Safety & Health (**BBS&H**) program promotes safe practices and environmental stewardship through coaching and reinforcement of safe behaviors.
- Wealth of Wellness (**WoW**) Program ensures preventive, personalised & holistic wellness.
- Associate Welfare Trust (**AWT**) formed by TechM's associates to assist other members and their dependent family members, during medical emergencies, if covered in the insurance plan.
- Incident management Tool (**IMT**) tracks incidents related to medical urgency, covering injuries, ill-health, environmental accidents, or potential injury, applying to all personnel having workplace access.

Targets set to sustain with
'Zero' lost time, injuries and fatality rate

Zero Work-related injuries in FY25

Zero Fatalities resulting from work-related ill-health in FY25

Human Rights Assessment

We honor the rights and freedom of every individual by reinforcing our commitment through our [Human Rights Policy](#)

We conduct external human rights assessments based on GRI Standards 2021 and SA8000 standards.

Why Human rights Assessment?

Reduce Risks

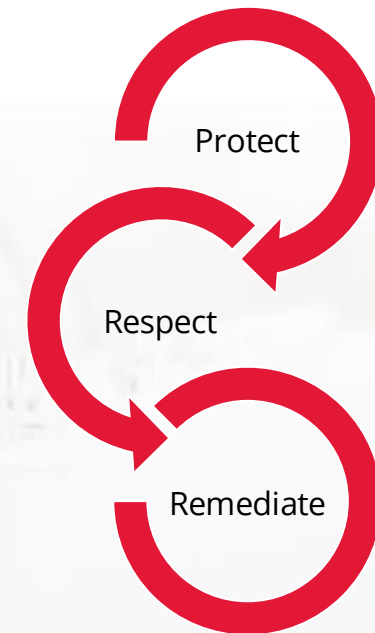
Engage &
Motivate Staff

Safer Work
Environment

Demonstrate
management
standards

Meet
Stakeholder
Expectation




3 pillars of Human Rights Indicators



Our CSR Vision

Empowerment through Education

TMF has its focus spanned across three key areas of development with Gender and Mental Health being cross-cutting themes across all programs.

 Education  Employability  Disability

CSR IMPACT

664,898
Direct beneficiaries
cumulatively till FY25

182,004 and **275,160**
Lives touched directly and indirectly,
respectively in FY25


14,632
PwD beneficiaries
trained since FY14

85,205
total Women beneficiaries
(comprising 63% Beneficiaries of our
core programs are women) in FY25

Supporting **Inclusive**
and
Equitable Development
in
Our Communities

 **122**
Projects

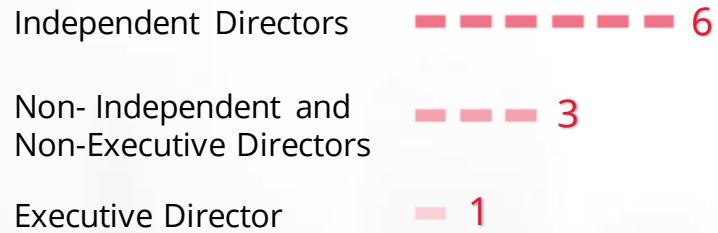
 **84**
Implementation
partners

 **20**
Locations
across India

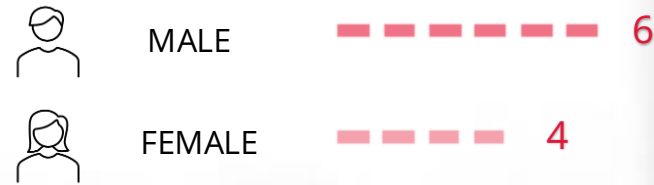
GOVERNANCE

Our Board Composition

BOARD COMPOSITION



BOARD DIVERSITY



TENURE OF DIRECTORS NOS



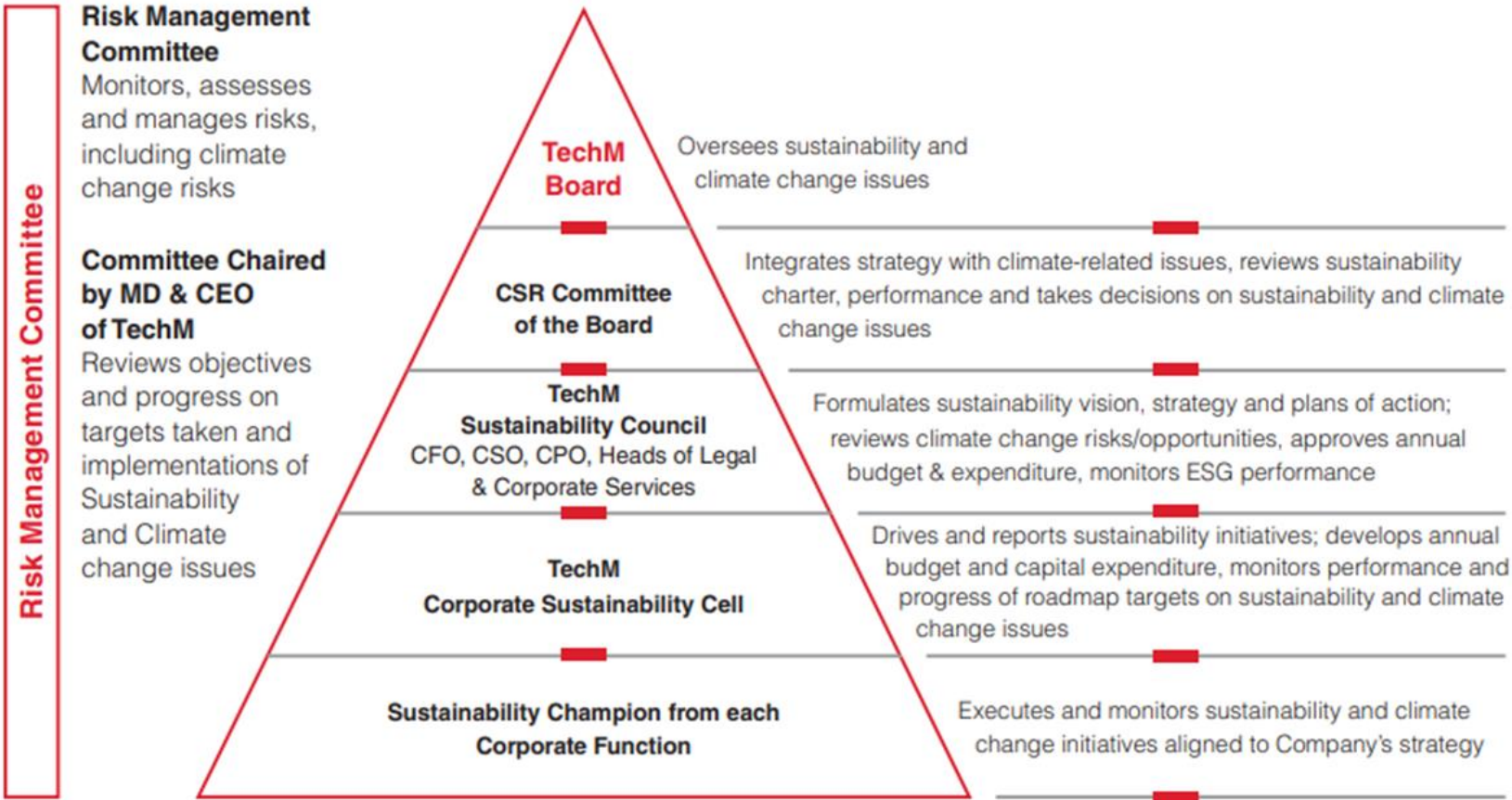
Nationality: Indian - 6, Foreign - 4

Average tenure of the board: 6.2 years


Age: 45 - 54 years - 4

Age: 55- 74 years - 6

Our Governance & Management Policies



- 
- Human Right policy
 - POSH policy
 - Whistleblower policy
 - HSE policy
 - Tax policy
 - Business Responsibility policy
 - Ethical Code of Conduct
 - Anti-bribery policy
 - Anti-corruption
 - D & I policy
 - Privacy Protection
 - CSR policy

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

- 
- Environmental policy
 - Green Procurement
 - Biodiversity policy
 - SSCM Supplier Code of Conduct
 - SSCM Policy
 - Climate Change policy
 - Water policy
 - Sustainability Policy
 - Carbon Price
 - Waste Management Policy

Our Reporting Landscape



Our Ethics and Compliance Management

TechM has established a comprehensive Code of Ethical Business Conduct (CEBC) which is approved by board, to guide its personnel to uphold Company’s principles, practices, and policies with integrity

Highlights:

- Annual statutory audits of CEBC Compliance systems by third party.
- A mandatory employee training program covering ethical conduct, anti-bribery, and anti-corruption principles to all employees including contractors.
- During 2024-25, there were “zero” contributions towards lobbying, interest representation or similar and others including Political campaigns, ballots measures or referendums.
- Zero tolerance to any form of corruption or bribery, including during contribution to any charities and committed not to campaign or offer any funds to political parties.

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

*

- The amount of fines or settlements related to corruption and bribery cases: INR 0.
- The amount of convictions related to corruption and bribery and/or Public legal cases regarding corruption brought against the organisation or its employees : 0



Our Leadership Profiles

Sr. No.	Title	Name of the Director	Category of directors	Global Business	IT Industry experience*	Governance	Leadership	Sustainability
1	Mr	ANAND GOPAL MAHINDRA	Chairman	Yes		Yes	Yes	Yes
2	Mr	MOHIT JOSHI	CEO and Managing Director	Yes		Yes	Yes	Yes
3	Mr	ANISH D SHAH	Non-Executive Director	Yes	Yes ^a	Yes	Yes	Yes
4	Ms	SHIKHA SANJAYA SHARMA	Independent Director	Yes	Yes ^b	Yes	Yes	Yes
5	Ms	NEELAM DHAWAN	Independent Director	Yes	Yes ^c	Yes	Yes	Yes
6	Mr	HAIGREVE KHAITAN	Independent Director	Yes	Yes ^d	Yes	Yes	Yes
7	Mr	PUNEET RENJHEN	Non-Executive Director	Yes	Yes ^e	Yes	Yes	Yes
8	Mr	TARUN BAJAJ	Independent Director	Yes	Yes ^f	Yes	Yes	Yes
9	Ms	MUKTI VISHVANATH KHAIRE	Independent Director	Yes	Yes ^g	Yes	Yes	Yes
10	Ms	PENELOPE FOWLER	Independent Director	Yes		Yes	Yes	Yes

* Relevant work experience in the industry (based on GICS Level 1 classification)

- a) Dr. Anish brings hands-on *IT management and consulting experience, advising information technology and other sector clients* at Bain & Company, GE Capital and leading enterprise digitization and data-science initiatives across the Mahindra Group.
- b) Ms. Shikha brings a strong foundation in both technology and business, holding a PGD in Software Technology and a PGD from IIM Ahmedabad. She is also an advisor and consultant to *Google India Digital Services Private Limited*.

Our Leadership Profiles

- c) Ms. Neelam is a seasoned leader in the information technology industry. She has a career spanning over three decades across *HCL, IBM, Microsoft, and Hewlett Packard*. She served as Vice President for Asia Pacific and Japan at Hewlett Packard until 2018 and held Managing Director roles at *Microsoft and HP India*, as well as advisory and consulting roles at *IBM India*.
- d) Mr. Haigreve is a Partner at Khaitan & Co with a career spanning over 30 years and is an Independent Director at Tech Mahindra. In addition, he has worked with companies and boards across sectors in strategic advisory and consulting roles, including *Jio Platforms Limited* (a technology company), Reliance Industries Limited, Dalmia Bharat Limited, and Grasim Industries Limited
- e) Mr. Puneet is a member of the Group Executive Board of the Mahindra Group and leads Partnerships and Alliances for all group companies. In addition, he has worked with *Infosys* (an IT company), *Mphasis*, Tata Group, and Bharat Forge in consulting and advisory roles on executing key strategic transactions.
- f) Mr. Tarun brings hands-on experience in *government digital transformation*, having overseen technology upgrades in direct and indirect tax administration as Revenue Secretary, alongside leading stabilisation of GST systems and revenue collection improvements.
- g) Dr. Mukti leads the *Johnson-Cornell Tech MBA* programme and teaches digital leadership, IP, and entrepreneurship courses via eCornell, focusing on technology-enabled learning and research in creative industries.



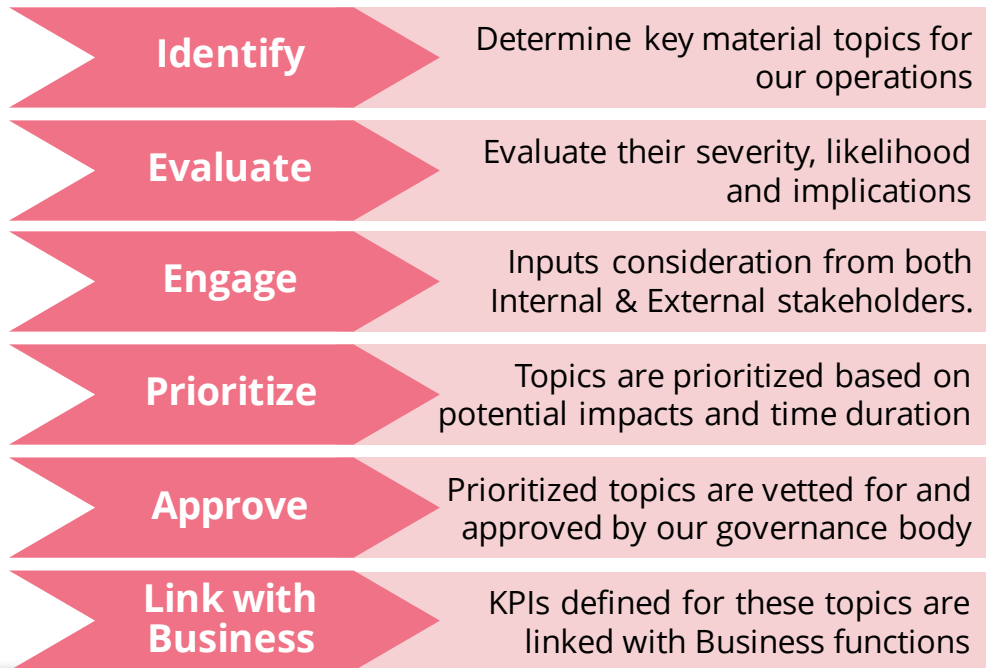
Our Board Accountability Measures

Highlights

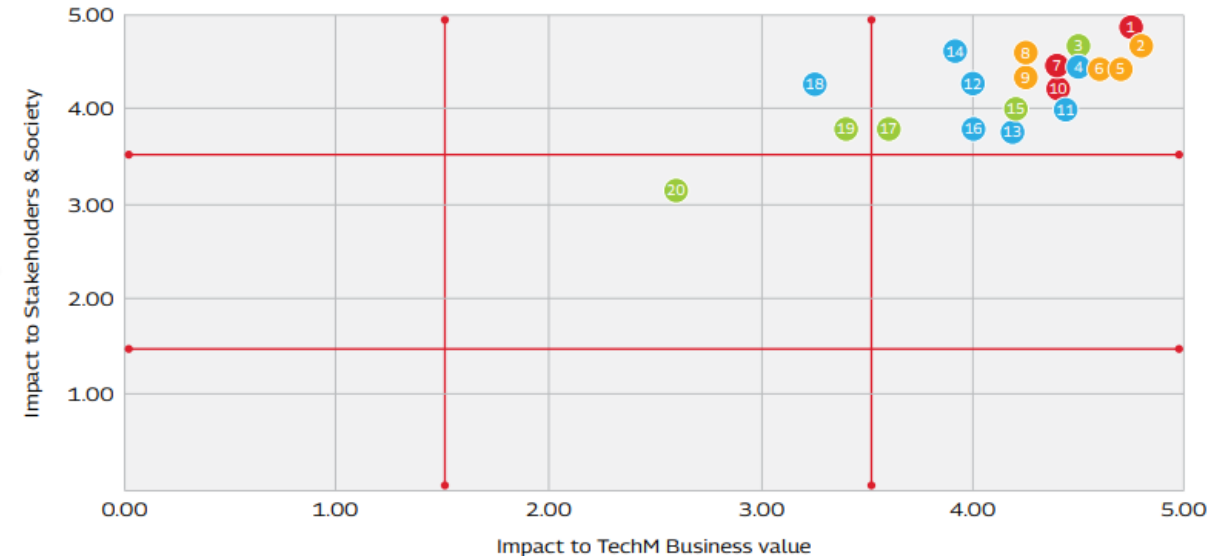
- **Average Board meeting attendance:** It stood at 100%.
- **Changes in bylaw :** These are subject to shareholders approval through special resolution.
- **CEO Succession Plan:** A formal CEO succession plan in place.
- **Board Performance Reviews:** We conduct regular performance reviews and independent assessments annually.
- **No Limitations on liabilities:** No limitations on directors' liabilities, beyond those permitted under Sections 197 and 149(12) of the Companies Act, 2013.
- **Annual Elections:** Board members are elected on an annual basis at every AGM, as per Section 152(6) of the Companies Act, 2013.

Our Double Materiality Assessment

Materiality Assessment Process



Materiality Matrix FY 2024-25



These metrics shape TechM's ESG targets and roadmap, which are reviewed every five years. According to the matrix for FY25, TechM is progressing satisfactorily towards achieving its targets within the timeframe set by the ESG roadmap.

- 1** Cybersecurity and Data
- 8** Economic Performance
- 15** Energy Management
- 2** Ethics & Compliance
- 9** Risk Management
- 16** Diversity & Inclusion
- 3** Climate Change
- 10** Innovation
- 17** Waste Management
- 4** Human Rights
- 11** Talent & Skill Management
- 18** Supply Chain Management
- 5** Stakeholder Relationships
- 12** Employee Engagement
- 19** Water Stewardship
- 6** Corporate Governance
- 13** Corporate Citizenship
- 20** Biodiversity
- 7** Customer Relationships
- 14** Good Health, Safety & Well-being



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