



Business Responsibility & Sustainability Reporting

Section A: General Disclosures

I. Details of the Listed Entity

1	Corporate Identity Number (CIN) of the Listed Entity	L64200MH1986PLC041370
2	Name of the Listed Entity	Tech Mahindra Limited
3	Year of incorporation	1986
4	Registered office address	Gateway Building, Apollo Bunder, Mumbai - 400 001. Tel: +91 22-6897 5500
5	Corporate address	Plot No 01, Rajiv Gandhi Infotech Park, Phase III, Hinjewadi, MIDC, SEZ, Pune Maharashtra, 411057 Tel: +91 20-4225 0000
6	E-mail	investor.relations@techmahindra.com CorporateSustainability@techmahindra.com
7	Telephone	+91 20-6601 8100
8	Website	www.techmahindra.com
9	Financial year for which reporting is being done	FY 2025-26 (April 1, 2025 - March 31, 2026)
10	Name of the Stock Exchange(s) where shares are listed	National Stock Exchange of India Limited ("NSE") BSE Limited ("BSE")
11	Paid-up Capital (₹)	4,899 Mn
12	Name and contact details of the person who may be contacted in case of any queries on the BRSR report	Name: Sandeep Chandna Chief Sustainability Officer Phone: +91-9810314114, E-mail id: sandeepch@techmahindra.com ; CorporateSustainability@techmahindra.com
13	Reporting boundary	Consolidated*
14	Name of assurance provider	DNV Business Assurance India Private Limited (DNV)
15	Type of assessment or assurance obtained	BRSR core indicators - Reasonable Select BRSR indicators - Limited Please refer to page(s) 80 and 421 for the assurance statement

*Tech Mahindra and its integrated companies, whose operations have been completely merged with the Company, and on operational control basis, as applicable.

II. Products/Services

16. Details of business activities (accounting for 90% of the turnover):

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
	Information Technology - Software and Services	IT consulting, Software application development and maintenance	100

17. Products/Services sold by the entity (accounting for 90% of the turnover):

S. No.	Product/Service	NIC Code	% of total turnover contributed
1	IT consulting, Software application development and maintenance	62099	85.99
2	Business Process Services and Operations	82200	14.01

III Operations

18. Number of locations where plants and/or operations/offices of the entity are situated:

Location	Number of offices
National	64
International	199

19. Markets served by the entity:

a. Number of locations- Tech Mahindra + Portfolio companies

Locations	Number
National (No. of States)	11
International (No. of Countries)	80

b. What is the contribution of exports as a percentage of the total turnover of the entity?

The contribution of exports as a percentage of the total turnover of the Company is 93.46%.

*Based on standalone financials

c. A brief on types of customers:

The Company caters to customers across the sectors of Communication, Media and Entertainment, Manufacturing, Technology, BFSI, Retail, Transport and Logistics, Healthcare and Life Sciences.

Please refer to page(s) 07-13 for more details.

IV Employees

20. Details as of March 31, 2026:

a. Employees and workers* (including differently abled):

Particulars	Employees (including differently abled)*						
	Total		Male		Female		Others
	(A)	No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)
Permanent (D)	131,502	86,226	65.6%	45,249	34.4%	27	0.02%
Other than Permanent (E)**	8,714	5,454	62.6%	3,256	37.4%	4	0.05%
Total employees (D + E)	140,216	91,680	65.4%	48,505	34.6%	31	0.02%

* The Company's workforce is categorized as 'Employees', and none as 'Workers'

** 'Other than permanent employees include individuals on contract directly with TechM

b. Differently abled Employees*

Employees are under no obligation to disclose their disability status; such declarations are completely voluntary. The figures presented here reflect only those differently abled employees who have chosen to self-identify. Therefore, this data represents only a portion of the total differently abled workforce employed by the Company as of March 31st, 2026.

Please refer to our policy online- [Policy on Equal Employment, Diversity & Inclusion](#)

Particulars	Total (A)	Male		Female		Other	
		No. (B)	% (B / A)	No. (C)	% (C / A)	No. (H)	% (H / A)
Permanent (D)	351	284	80.91%	66	18.80%	1	0.28%
Other than Permanent (E)	19	15	78.95%	4	21.05%	0	0%
Total differently- abled employees (D + E)	370	299	80.81%	70	18.92%	1	0.27%

*Employees who have voluntarily disclosed their disabilities



21. Participation/Inclusion/Representation of Women

Particulars	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	10	4	40%
Key Managerial Personnel*	3	1	33%

*Key Managerial Personnel includes the Managing Director & CEO (who is also a Board Member), the Chief Financial Officer and the Company Secretary.

22. Turnover rate for permanent employees

	FY 2025-26				FY 2024-25				FY 2023-24			
	Male	Female	Other	Total	Male	Female	Other	Total	Male	Female	Other	Total
Permanent Employees %	12.5	11.1	0	12.1	12.3	10.8	0	11.8	10.1	9.6	0	10

* Voluntary attrition for IT services

V Holding, Subsidiary and Associate Companies (including joint ventures)

23. (a) Names of holding / subsidiary / associate companies / joint ventures

All companies that have completely integrated into the Company as of March 31, 2026 have participated in the BRSR initiatives.

Please refer to Annexure II on page(s) 278-289 for details regarding the Company's holdings, subsidiaries, and associate companies (including Joint ventures).

VI CSR Details*

24 (i) Whether CSR is applicable as per section 135 of the Companies Act, 2013: Yes

(ii) Turnover (in ₹): 4,89,270 Mn

(iii) Net worth (in ₹): 2,16,936 Mn

*Based on standalone financial statements

VII Transparency and Disclosures Compliances

25. Complaints/Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct:

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2025-26			FY 2024-25		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities		0	0	NA	0	0	NA
Investors (other than shareholders)		0	0	NA	0	0	NA
Shareholders	Yes	0	0	NA	0	0	NA
Employees	https://insights.techmahindra.com/investors/WhistleBlower_Policy.pdf	109	4	Carried forward within TAT*	85	1	Closed
Customers		2	0	NA	2	0	NA
Value Chain Partners		2	0	NA	12	0	NA
Social media connects		2	0	NA	0	0	NA

*Turn Around Time

26. Overview of the entity’s material responsible business conduct issues

TechM has identified the following material responsible business conduct and sustainability issues pertaining to environmental and social matters that present risks and/or opportunities to the business. These have been identified through stakeholder engagement, internal assessments, and industry benchmarking.

Sr. No.	Material Issue Identified	Indicate whether risk or opportunity R/O	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial Implications of risk or opportunity (Identify negative or positive implication)
1	Ethics & Compliance	Risk	<ul style="list-style-type: none"> Noncompliance with ethical standards or regulatory requirements can expose the Company to legal penalties, reputational damage, and operational disruptions, eroding business continuity and stakeholder confidence. 	<ul style="list-style-type: none"> Robust Code of Conduct enforced across all levels of the organization. Mandatory training programs on ethics, antibribery, and anticorruption regulations. Whistleblower mechanisms to detect and address violations early. Global leadership oversight to strengthen compliance governance. 	<p>Negative: Failure to manage ethics and compliance risks can lead to regulatory fines, loss of business licenses, and increased cost of capital.</p>



Sr. No.	Material Issue Identified	Indicate whether risk or opportunity R/O	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial Implications of risk or opportunity (identify negative or positive implication)
		Opportunity	<ul style="list-style-type: none"> By fostering a culture of ethical behaviour, the Company builds trust with its stakeholders and protects its brand from potential legal issues, enhancing longterm business sustainability. 	-	Positive: Avoidance of fines, improved bottom line, enhanced brand reputation, and increased investor and customer loyalty supporting sales growth and market value.
2	Cyber Security & Data Privacy	Risk	<ul style="list-style-type: none"> Global cyber security is a rising risk with increasing data breaches. As a global IT services provider, the Company handles sensitive client data and a cyberattack or data breach could severely damage customer trust, lead to regulatory penalties, and result in financial loss. 	<ul style="list-style-type: none"> Robust information security processes supported by data privacy and protection policy for cyber security, information security, and data privacy. Regular audits and testing. Data encryption, multifactor authentication, and zero trust architecture for secure data access and transmission. Incident response plans to contain and mitigate the impact of any breach swiftly. 	Negative: Potential losses due to data breaches, regulatory penalties, legal liabilities, and reputational damage.
		Opportunity	<ul style="list-style-type: none"> The increasing importance of data protection provides the Company with an opportunity to differentiate itself by offering secure, compliant, and resilient digital services, enhancing brand value and competitiveness in the market. 	-	Positive: Investments in security reduce incidents and attract privacy conscious customers, thereby supporting revenue growth and long-term client loyalty.
3	Climate Change (GHG, NOx, SOx Emissions)	Risk	<ul style="list-style-type: none"> Climate change poses physical and transition risks to the business through climate-related events, evolving environmental regulations, and potential increases in energy and compliance costs. 	<ul style="list-style-type: none"> The Company follows a structured decarbonisation approach, guided by its 5 year ESG Roadmap and Net-Zero transition plan, and is a signatory to the Business Ambition for 1.5°C with SBTi approved targets to achieve Net-Zero GHG emissions by 2035. Investment in renewable energy and energy efficiency initiatives. 	Negative: Increased compliance costs, exposure to carbon pricing mechanisms, and climate related operational disruptions.



Sr. No.	Material Issue Identified	Indicate whether risk or opportunity R/O	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial Implications of risk or opportunity (identify negative or positive implication)
				<ul style="list-style-type: none"> Measurement and management of emissions across operations with annual analysis of climate risks and potential financial impacts. Securing resilient physical and technological infrastructure. 	
		Opportunity	<ul style="list-style-type: none"> The transition to a low carbon economy presents opportunities to develop and deliver sustainable and green IT solutions that support clients' decarbonization goals and position the Company as a leader in sustainable technology. 	-	<p>Positive: Investments in sustainable technologies and renewable energy create new business opportunities and support longterm growth.</p>
4	Innovation (Including Sustainable Innovation)	Opportunity	<ul style="list-style-type: none"> Strong innovation capabilities enable the Company to address emerging technology trends, develop differentiated solutions, and respond to evolving customer and sustainability driven market demands. 	-	<p>Positive: Revenue diversification, enhanced competitiveness, improved market positioning, driven by innovation led efficiency improvements, cost optimization, and the ability to attract new customers and expand market share, supporting sustained longterm business growth.</p>
5	Human Rights	Risk	<ul style="list-style-type: none"> The Company operates across geographies with varying labour standards, and any violation of human rights within its operations or supply chain can lead to legal liabilities, reputational damage, and stakeholder backlash. 	<ul style="list-style-type: none"> Comprehensive Human Rights, CECB, POSH, and Anti-corruption policies. Training and awareness programs for employees. Human rights assessments and due diligence integrated into procurement and onboarding processes. Conducts human rights assessments to identify potential human rights risks and opportunities. Stakeholder engagement to understand the concerns and expectations regarding human rights, and to ensure that the Company practices align with their values and standards. 	<p>Negative: Increased legal costs, reputational damage, loss of investor confidence, and potential business disruptions.</p>



Sr. No.	Material Issue Identified	Indicate whether risk or opportunity R/O	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial Implications of risk or opportunity (identify negative or positive implication)
		Opportunity	<ul style="list-style-type: none"> Embedding human rights practices such as non-discrimination, fair wages, safe working conditions, and freedom of expression strengthens the Company's employer value proposition, attracts diverse talents in competitive markets, improves retention and workforce productivity. 	-	Positive: Enhanced employee engagement, stronger brand reputation, improved talent retention, and increased stakeholder trust.

For further details on the Company's key material issues, please refer to the "Materiality assessment" section on page (s) 39 and for comprehensive overview of ESG-related risks and opportunities, kindly refer to the "Risk management" section on page (s) 54.



Section B: Management And Process Disclosures

The National Guidelines for Responsible Business Conduct (NGRBC) as prescribed by the Ministry of Corporate Affairs advocates nine principles referred to as P1-P9 as given below:

P1	Businesses should conduct and govern themselves with integrity in a manner that is ethical, transparent, and accountable
P2	Businesses should provide goods and services in a manner that is sustainable and safe
P3	Businesses should respect and promote the well-being of all employees, including those in their value chains
P4	Businesses should respect the interests of and be responsive towards all its stakeholders
P5	Businesses should respect and promote human rights
P6	Businesses should respect, protect, and make efforts to restore the environment
P7	Businesses when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent
P8	Businesses should promote inclusive growth and equitable development
P9	Businesses should engage with and provide value to their consumers in a responsible manner

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes									
1. a. Whether your entity's policy / policies cover each principle and its core elements of the NGRBCs.	Y	Y	Y	Y	Y	Y	Y	Y	Y
b. Has the policy been approved by the Board?	Y	Y	Y	Y	Y	Y	Y	Y	Y
	P1: CEBC, WB, ABAC, Corporate Tax								
	P2: Green Procurement, SSCM, Supplier CoC, CEBC								
	P3: CEBC, HSE								
	P4: CEBC, WB, Fair Disclosure Policy								
	P5: HR, POSH, CEBC								
	P6: Environment Policies, HSE, CEBC								
	P7: CEBC, ABAC								
	P8: CEBC, CSR								
	P9: CEBC, ABAC, Data Privacy and Protection								
c. Web Link of the Policies, if available	Code of Ethical Business Conduct (CEBC) Whistleblower Policy (WB) Anti-Bribery and Anti-Corruption Policy(ABAC) Corporate Tax Policy Green Procurement Policy Sustainable Supply Chain Management Policy (SSCM) Supplier Code of Conduct (Supplier CoC) Health Safety and Environment Policy (HSE) Fair Disclosure Policy Human Rights Policy (HR) Policy on Prevention of Sexual Harassment (POSH) Environment Policy Climate Change Policy Biodiversity Policy Waste Management Policy Water Management Policy CSR Policy https://www.techmahindra.com/about-us/sustainability/ https://techmahindrafoundation.org/								



Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
	The policies on these sites cover the principles followed by the Company. More detailed policies are also available on the internal website that is accessible to all employees.								
2. Whether the entity has translated the policy into procedures.	Y	Y	Y	Y	Y	Y	Y	Y	Y
3. Do the enlisted policies extend to your value chain partners?	Y	Y	Y	Y	Y	Y	Y	Y	Y
4. Name of the national and international codes/certifications/labels/standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	Y	Y	Y	Y	Y	Y	Y	Y	Y
P1: SEBI (LODR) Regulations, 2015, Companies Act, 2013, NGRBC 2018, GRI Standards 2021, UNGC Principles, UN SDGs									
P2: ISO 9001:2015, ISO 27001:2022 (with ISO 27017: 2015 and ISO 27018: 2019- cloud services), ISO 22301:2019, ISO 27701:2019									
P3: ISO 45001:2018, ISO 45001:2023, GRI Standards 2021									
P4: ISO 9001:2015, GRI Standards 2021, SASB									
P5: NGRBC, UNGPs, UNGC Principles, GRI Standards 2021, UDHR, UN SDGs, EU directives, ILO, Companies Act, 2013, SEBI (LODR) Regulations, 2015									
P6: ISO 14001: 2015, ISO 45001:2018, ISO 45001:2023, LEED/IGBC Green building certification, ISO 9001:2015, ISO: 22301:2019, GRI Standard 2021, TCFD, CDP									
P7: GRI Standards 2021, UNGC Principles, ISO 9001:2015									
P8: GRI Standards 2021, UNGC Principles, ISO 9001:2015, UN SDGs, Section 135 of Companies Act, 2013									
P9: GRI Standards 2021, UNGC Principles, ISO 9001:2015, ISO 27001:2022 (with ISO 27017: 2015 and ISO 27018: 2019- cloud services), ISO 27701:2019									
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	The Company is committed to FY30 ESG Roadmap (https://www.techmahindra.com/about-us/sustainability/sustainability-resource-center/) across all aspects of ESG. We have also set long-term targets that lead us on a decarbonisation pathway, ensuring we become net zero by 2035. The roadmap is available on the Company's website and may be accessed through this link. https://insights.techmahindra.com/investors/tml-net-zero-transition-plan.pdf								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	The Company has taken targets for FY30 on all material aspects of Sustainability https://www.techmahindra.com/about-us/sustainability/sustainability-resource-center/ and we ensure that these are implemented, monitored, and achieved in the planned time frames.								

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
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Governance, leadership and oversight

7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements.

At Tech Mahindra, sustainability is an integral part of how we approach our business and long-term growth. We are guided by the belief that creating lasting value requires balancing People, Planet and Profit, a principle that continues to inform our decision making across the organization.

Aligning business growth with climate responsibility remains an important focus area. Over recent years, we have progressed on initiatives related to energy efficiency, renewable energy adoption and improved management of water, waste and other resources across our campuses and data centers.

As we move forward, we remain committed to further strengthening the integration of technology and sustainability, supporting responsible and future ready growth.

Mohit Joshi,
Managing Director & CEO, Tech Mahindra

8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies)	Sandeep Chandna, Chief Sustainability Officer, in coordination with the Board
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9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details	Yes, the Corporate Social Responsibility Committee and the Risk Management Committee of the Board monitor, assess and review sustainability-related issues every quarter
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10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director (D) / Committee of the Board (C) / Any other Committee (A)									Frequency (Annually (A) / Half yearly (H) / Quarterly (Q) / Any other (A) - please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	C	C	C	C	C	C	C	C	C	Q	Q	Q	Q	Q	Q	Q	Q	Q
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	C	C	C	C	C	C	C	C	C	Q	Q	Q	Q	Q	Q	Q	Q	Q



P1 P2 P3 P4 P5 P6 P7 P8 P9

11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.

- Reasonable assurance BRSR Core- DNV Business Assurance India Private Limited ("DNV").
 - Limited assurance ESG data- DNV Business Assurance India Private Limited ("DNV")
 - Human Rights- TUV-Nord
 - Zero Waste to Landfill- Eurofins
 - ISMS - ISO 27001:2022, QMS - ISO 9001:2015 - TUV Nord
 - EMS - ISO 14001:2015 - BSI, TUV, and OH&S Management Systems - ISO 45001:2018 - BSI, ISO 45001:2023
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12. If answer to question (1) above is "No" i.e. not all Principles are covered by a policy, reasons to be stated:

Not applicable

Section C: Principle Wise Performance Disclosure

PRINCIPLE 1 Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.

Essential Indicators

1. Percentage coverage by training and awareness programmes on any of the Principles during the Financial Year:

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	4	All	100
Key Managerial Personnel*	4	All	100
Employees other than BoD and KMPs	98	All	100

* Key Managerial Personnel include the Managing Director & CEO (who is also a Board Member), the Chief Financial Officer and the Company Secretary

- All employees must complete the Code of Ethical Business Conduct and other mandatory training(s) which cover all principles of BRSR.
 - Awareness programmes for the Board and the KMP ensure that they are familiar with all principles of the BRSR.
2. Details of fines/ penalties/ punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by Directors / KMP) with regulators/ law enforcement agencies/ judicial institutions, in the financial year, in the following format (Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 and as disclosed on the entity's website):

NGRBC Principle	Name of the regulatory agency	Monetary		Has an appeal been preferred
		Amount in INR	Brief of the case	
Principal 1	Department of Goods and Services tax, Finance Ministry	77,292	Penalty has been levied under section 73 by GST Office West Bengal Kolkata for Irregular availment of ITC	No
		7,96,551	Penalty has been levied under section 73 by GST Office UP Noida for Irregular availment of ITC	yes
		95,225	Penalty has been levied under section 74 by GST Office Gujarat for Irregular availment of ITC	No
		90,434	Penalty has been levied under section 73 by GST Office Odisha for Irregular availment of ITC	No
		70,93,796	Penalty has been levied under section 73 by GST Office UP Noida for Irregular availment of ITC	Yes



Monetary				
NGRBC Principle	Name of the regulatory agency	Amount in INR	Brief of the case	Has an appeal been preferred
		64,644	Penalty has been levied under section 73 by GST Telangana mismatch in output liability	Yes
		25,000	Penalty has been levied under section 73 by GST Office Delhi for mismatch in ITC	Yes
		30,000	Penalty has been levied under section 73 by GST Office Telangana for mismatch in ITC	No
		42,229	Penalty has been levied under section 74 by GST Office Andhra Pradesh for Irregular availment of ITC	No
Non-Monetary				
Imprisonment	NA	NA	NA	NA
Punishment	NA	NA	NA	NA

3. Of the instances disclosed in Question 2 above, details of the Appeal/ Revision preferred in cases where monetary or non-monetary action has been appealed.

Case Details	Name of the regulatory/ enforcement agencies/ judicial institution
Penalty has been levied under section 73/74 in various states for issues of ITC mismatch, export collection, irregular availment of ITC and other issues	GST Commissioner appeals

4. Does the entity have an anti-corruption or anti-bribery policy? If yes, provide details in brief and if available, provide a web-link to the policy.

Yes, the Company has an Anti-Bribery and Anti-Corruption policy - <https://insights.techmahindra.com/investors/anti-corruption-and-anti-bribery-policy.pdf>

The Company maintains a strict Anti-Bribery and Anti-Corruption policy, reflecting its zero-tolerance stance towards bribery and corruption. This policy is applicable to all employees of the Company as well as its subsidiary entities. The Company is dedicated to conducting all business transactions and relationships in a professional, fair, and ethical manner, irrespective of geographical location. Furthermore, it is committed to establishing, implementing, and enforcing robust systems designed to prevent and address bribery and corruption effectively.

5. Number of Directors/KMPs/employees against whom disciplinary action was taken by any law enforcement agency for the charges of bribery/ corruption:

None. No disciplinary actions have been taken by any law enforcement agency for charges of bribery/corruption against any Directors, KMPs or employees in FY 2025-26 or FY 2024-25.

6. Details of complaints with regard to conflict of interest

No complaints were received regarding Conflict of interest of the Directors or KMPs in FY 2025-26 or FY 2024-25.

7. Provide details of any corrective action taken or underway on issues related to fines / penalties / action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest.

Not applicable

8. Number of days of accounts payables (Accounts payable *365) / Cost of goods/services procured) in the following format:

Particulars	FY 2025-26	FY 2024-25
Number of days of accounts payable	62	56

9. Openness of business

Provide details of concentration of purchases and sales with trading houses, dealers and related parties along-with loans and advances & investments, with related parties in the following format:

Concentration of purchases & sales done with trading houses, dealers, and related parties Loans and advances & investments with related parties*		
	FY 2025-26	FY 2024-25
1 Purchases from trading houses as % of total purchases	Nil	Nil
2 Number of trading houses where purchases are made from	Nil	Nil
3 Purchases from top 10 trading houses as % of total purchases from trading houses	Nil	Nil
4 Sales to dealers / distributors as % of total sales	Nil	Nil
5 Number of dealers / distributors to whom sales are made	Nil	Nil
6 Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	Nil	Nil
7 Share of RPTs (as respective %age) in -		
i Purchases	90.27%	87.11%
ii Sales	9.17%	10.21%
iii Loans & advances	Nil	Nil
iv Investments	99.74%	97.78%

*Based on standalone financial statements

Leadership Indicators

1. Awareness programmes conducted for value chain partners on any of the principles during the Financial Year

Value Chain partners	Total number of awareness programmes held	Topics / principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
Suppliers	2	<ul style="list-style-type: none"> • Governance standards • Environmental stewardship • Becoming net zero • Financial savings and viability • Social and ethical responsibility • Labor practices • Human Rights • Health and Safety • Sustainable value chain • ESG data reporting 	100% value chain partners (by value of business done) were covered by training on various ESG principles.



2. Does the entity have processes in place to avoid/ manage conflict of interests involving members of the board? (Yes/No) If yes, provide details of the same.

Yes, the Board of Directors of the Company has inter alia adopted the Code of Ethical Business Conduct as a testament to its dedication to uphold standards of loyalty, honesty, and integrity, while proactively avoiding any conflicts of interest. The code outlines policies and procedures whereby Directors must refrain from activities or associations that might create, or appear to create, a conflict between their personal interests and those of the Company. The Company implements the following process with diligence:

1. At the start of each year, all entities in which the Board of Directors have an interest are disclosed.
2. Directors are required to declare their interest whenever a relevant transaction is brought up for discussion.
3. Directors who are interested in a transaction do not participate in the discussion or approval process.
4. Approval of Related Party Transactions is granted exclusively by independent Directors.

PRINCIPLE 2 Businesses should provide goods and services in a manner that is sustainable and safe

Essential Indicators

- 1) **Percentage of R&D and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of product and processes to total R&D and capex investments made by the entity, respectively.**

	FY 2025-26	FY 2024-25	Details of improvements in environmental and social impacts
R&D	33.2%	30%	R&D spend across AI, Cloud, Innovation, and core R&D initiatives, aligning with environmental and social objectives.
CAPEX	2.12%	2.55%	Capital investments in infrastructure, energy and water efficiency and other environmental and social impact initiatives.

2. a. Does the entity have procedures in place for sustainable sourcing?

Yes

b. If yes, what percentage of inputs were sourced sustainably?

90%. The Company has a Sustainable Supply Chain Management Policy and a Green Procurement policy, to ensure a more sustainable supply chain. The Company prefers suppliers with sustainable practices and the ability to supply items within desired sustainability specifications.

Please find more details on page(s) 194

3. Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste.

The Company is not a product company but a provider of digital transformation, consulting, and business reengineering services and solutions. It monitors all products utilised in its operations and has put in place a comprehensive waste management system encompassing collection,

segregation, storage, and disposal. The Company has well-defined procedures for handling both hazardous and non-hazardous waste, ensuring that all waste generated is reused, repurposed, or recycled through authorised recyclers and vendors. Furthermore, wastewater is processed in in-house treatment plants and reused for internal purposes.

Please refer for more details on page(s) 109 and [Waste Management Policy](#)

4. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards?

Not Applicable

Leadership Indicators

1. Has the entity conducted Life Cycle Perspective / Assessments (LCA) for any its services? If yes, provide details in the following format?

No.	NIC Code	Name of Product/ Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective/ Assessment was conducted	Whether conducted by independent external agency (Yes/ No)	Results communicated in public domain (Yes/ No)	If yes, provide the weblink
1	62099	IT consulting, Software application development and maintenance.	85.99	Cradle-to-grave	No	Yes	https://insights.techmahindra.com/investors/techm-life-cycle-assessment.pdf

2. If there are any significant social or environmental concerns and/or risks arising from production or disposal of your products / services, as identified in the Life Cycle Perspective / Assessments (LCA) or through any other means, briefly describe the same along-with action taken to mitigate the same.

Name of Product / Service	Description of the risk / concern	Action Taken
IT consulting, software application development and maintenance	Lifecycle environmental impacts arise primarily from the use-phase of service-enabling infrastructure, especially HVAC systems and other operational assets.	Energy efficiency measures, renewable energy adoption, and green procurement for service-enabling infrastructure.

3. Percentage of recycled or reused input material to total material (by value) used in providing services.

Not applicable. The Company is not a product company but a provider of digital transformation, consulting and business reengineering services and solutions.

4. Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed, as per the following format:

Not applicable. The Company is not a product company but a provider of digital transformation, consulting and business reengineering services and solutions.



5. Reclaimed products and their packaging materials (as percentage of products sold) for each product category.

Not applicable. The Company is not a product company but a provider of digital transformation, consulting and business reengineering services and solutions.

PRINCIPLE 3 Businesses should respect and promote the well-being of all employees, including those in their value chains

Essential Indicators

1. Details of measures for the well-being of employees:

Category	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent employees											
Male	86,226	84,972	98.55	83,704	97.08			84,972	98.55	65,949	76.48
Female	45,249	44,136	97.54	43,717	96.61	44,136	97.54			34,539	76.33
Not Declared	27	27	100	26	96.3	0	0	27	100	7	25.93
Total	131,502	129,135	98.2	127,447	96.92	44,136	33.56	84,999	64.64	100,495	76.42
Other than Permanent employees											
Male	5,454	3,034	55.63	2,836	52			3,034	55.63	1,803	33.06
Female	3,256	2,346	72.05	2,187	67.17	2,346	72.05			1,242	38.14
Not Declared	4	2	50	2	50	0	0	2	50	0	0
Total	8,714	5,382	61.76	5,025	57.67	2,346	26.92	3,036	34.84	3,045	34.94

b. Details of measures for the well-being of workers:

Not applicable. The Company's workforce is categorized as 'Employees', and none as 'Workers'.

c. Spending on measures towards well-being of employees and workers (including permanent and other than permanent) in the following format -

Particulars	FY 2025-26	FY 2024-25
Cost incurred on wellbeing measures as a % of total revenue of the Company	1.42%	1.5%

2. Details of retirement benefits, for Current FY and Previous Financial Year.

	FY 2025-26		FY 2024-25	
	No. of Deducted and Employees deposited with covered as the authority a % of total employees		No. of Deducted and Employees deposited with covered as the a % of total authority employees	
PF*	100%	Y	100%	Y
Gratuity*	100%	NA	100%	NA
Employee State Insurance (ESI)	11.1%	Y	10.81%	Y

* Coverage for permanent Indian employees only

Note: Coverage on retirement and social benefits to permanent employees is in compliance with the local laws of the country the Company operates in.



3. Accessibility of workplaces.

Are the premises / offices of the entity accessible to differently abled employees as per the requirements of the Rights of Persons with Disabilities Act, 2016? If not, whether any steps are being taken by the entity in this regard.

Yes. The Company infrastructure is enabled for employees with disabilities such that they have barrier-free access to common facilities. This includes not only a supportive physical environment and transportation but also information and communications with technologies and systems aligned with the requirements of persons with disabilities.

4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? If so, provide a web-link to the policy.

Yes. The Company is an Equal Opportunity Employer and strongly endorses the right of equal opportunity for Persons with Disabilities. It commits to carrying out the provisions of the Rights of Persons with Disabilities Act, 2016 ("Act") in letter and spirit, including providing specific opportunities for identified positions where they could be employed. Please find the Policy on Equal Employment, Diversity & Inclusion at <https://insights.techmahindra.com/investors/Diversity-and-Inclusion-Policy.pdf>

5. Return to work and Retention rates of permanent employees that took parental leave.

	Permanent Employees*	
	Return to work rate	Retention rate
Male	100%	64.57%
Female	98.47%	47.98%
Total	99.51%	59%

*100% of our permanent employees are eligible for parental leaves

6. Is there a mechanism available to receive and redress grievances for the following categories of employees? If yes, give details of the mechanism in brief.

Yes. All stakeholders, including investors, permanent and contractual employees, customers, suppliers and vendors, may submit grievances or complaints to the Corporate Ombudsman either mailing CORPORATEOMBUDSMAN@techmahindra.com or by telephoning 0120-488-4450.

The complete process of raising such concerns is detailed in these policies.

Whistleblower Policy at

https://insights.techmahindra.com/investors/WhistleBlower_Policy.pdf

Code of Ethical Business Conduct at

<https://insights.techmahindra.com/investors/Code-Of-Ethical-Business-Conduct.pdf>

Additionally, the Company offers FreeVoice, a dedicated platform where employees can anonymously share their observations, complaints, and suggestions. These concerns are subsequently addressed and resolved by the relevant stakeholders within specified timelines.

7. Membership of employees in association(s) or Unions recognised by the listed entity:

The Company recognises freedom of association as a fundamental human right. All employees are entitled to join any association, union, or group, aligned with local government regulations. The Company upholds the right to freedom of association through independent Trade Unions, Works Councils (WCs), or Collective Bargaining Agreements (CBAs), wherever applicable.



As an IT organisation, the Company does not have employees who are members of any trade unions in India. But all employees are provided with accessible internal platforms to express their views, opinions, and ideas across different managerial levels and the organisation. These inputs are instrumental in shaping company policies, enhancing people practices, and improving the overall employee experience.

The Company is fully compliant with local laws and regulations in all countries where it operates and observes collective bargaining agreements in regions where such arrangements are legally required.

In Europe and the UK, our associates are represented by employee representatives in country specific capacities. This voluntary endeavour translates to approx. 33.36% of associates in Europe being covered under such agreements. At a global level, the overall percentage of associates who are part of independent Trade Unions, Work Councils (WCs) or Collective Bargaining Agreements (CBAs) is approximately 0.55%

	FY 2025-26			FY 2024-25		
	Total Permanent employees (A)*	No. of employees who are part of association(s) or Union (B)	% (B/A)	Total Permanent employees (A)	No. of employees who are part of association(s) or Union (B)	% (B/A)
Total	131,502	729	0.55	131,444	800	0.61
Male	86,226	545	0.63	86,535	592	0.68
Female	45,249	184	0.41	44,902	208	0.46
Other	27	0	0.00	7	0	0

8. Details of training given to employees:

Category	FY 2025-26				FY (2024-25)					
	Total (A)	On Health and safety measures*		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Male	91,680	91,680	100	80759	88.09	91,254	91,254	100	84,533	92.63
Female	48,505	48,505	100	42724	88.08	48,000	48,000	100	44,795	93.32
Other	31	31	100	15	48.39	17	17	100	8	47.06
Total	140,216	140216	100	123498	88.08	139,271	139,271	100	129,336	92.87

* Includes awareness programs

9. Details of performance and career development reviews of employees:

100% eligible employees have received performance and career development reviews

Employees	FY 2025-26			FY 2024-25		
	Total (A)*	No. (B)	% (B / A)	Total (D)	No. (E)	% (E / D)
Male	64242	64242	100	65,246	65,246	100
Female	30392	30392	100	30,257	30,257	100
Other	4	4	100	6	6	100
Total	94,638	94,638	100	95,509	95,509	100

*Total number of employees eligible for annual performance review



10. Health and safety management system:

a. Whether an occupational health and safety management system has been implemented by the entity?

The Company is committed to ensuring safe and healthy working environments for all its employees. Comprehensive Occupational Health and Safety guidelines, as outlined in the Company's internal Health, Safety & Environment Policy Manual, are strictly adhered to and implemented across all Company locations. The Company's facilities in Bengaluru and Hyderabad, India, have been certified for the ISO 45001 Occupational Health and Safety (OH&S) management system as also its offices in Munich, Frankfurt, and Hamburg.

Please find more details on page(s) 139

b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?

The Company has established a Health, Safety, and Environment (HSE) Incident Management procedure that incorporates Hazard Identification and Risk Assessment (HIRA). This procedure empowers employees to recognise and manage incidents that could potentially result in harm to individuals or damage to property. The assessment is followed up by the documentation of risks and hazards present within the environment, their causes, associated consequences, and recommendations for risk and hazard containment measures. The Location Safety Committees regularly carry out physical inspections of the sites to identify and resolve any safety concerns promptly. All company locations maintain compliance with applicable safety laws and regulations.

Please find more details on page(s) 140

c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks.

Yes, The Company utilises an Incident Management Tool (IMT) as part of its commitment to fostering a robust safety culture. The IMT is an online platform that enables employees to report any health or safety hazards and risks which could potentially result in unsafe situations across the Company's premises. All employees are actively encouraged to report such incidents, so as to prevent similar occurrences in the future. Additionally, the Company has implemented a Behaviour Based Safety & Health (BBS&H) programme aligned with its Health, Safety and Environment (HSE) policy, aimed at maintaining safe and healthy working conditions for all employees.

d. Do the employees of the entity have access to non-occupational medical and healthcare services?

The Company firmly upholds the philosophy of "Wellness before Business", prioritising the health, safety, and overall well-being of its employees while ensuring seamless business continuity for clients and partners. Through its sustained collaboration with a network of healthcare providers, the Company offers a range of non-occupational medical benefits, including preventive health check-ups, the Employee Assistance Programme for emotional counselling, virtual doctor consultations, OPD benefits, doctor visits at office campuses, sick bay rooms, pharmacy in office, access to dieticians via chat, laboratory tests, and an online pharmacy available round the clock to cater to personalised wellness requirements.

Employees and their dependents can conveniently access these services through the internal wellness portal or app. Additionally, special corporate wellness privileges are extended to employees to enhance their wellness outreach and provide better support. These include health discounts offered by a range of hospitals and medical facilities locally, ensuring easier access and improved benefits for employees.



11. Details of safety related incidents, in the following format:

Safety Incident/Number	Category	FY 2025-26	FY 2024-25
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
Total recordable work-related injuries	Employees	0	0
No. of fatalities	Employees	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0

12. Describe the measures taken by the entity to ensure a safe and healthy workplace.

The Company is committed to ensuring that all employees are provided with safe and healthy working conditions. The Health and Safety Committee oversees the development, implementation, ongoing maintenance, and continual enhancement of procedures aimed at eliminating hazards and minimising risks within the workplace.

The Company has implemented a Behaviour-Based Safety and Health (BBS&H) programme in alignment with the Company's HSE policy. This programme is designed to maintain safe and healthy work environments and to raise employee awareness through targeted training, effective communication, and regular measurement of performance against established HSE criteria.

The Company has instituted an HSE Incident Management process focused on Hazard Identification and Risk Assessment (HIRA). This process empowers employees to identify and control incidents that could potentially result in injury to personnel or damage to property. All identified risks and hazards, their causes, possible consequences, and recommendations for their containment are systematically documented for ongoing review and action.

Please refer to page(s) 140 for more details

13. Number of Complaints on the following made by employees:

Zero. There were no complaints from employees regarding working conditions or Health & Safety during FY 2025-26 or FY 2024-25.

The Company places the highest priority on the health, safety, and well-being of its workforce. It has established, implemented, maintained, and continuously enhanced its processes and practices to ensure a healthy and safe working environment for all employees.

14. Assessments for the year:

All of the Company's offices undergo internal evaluations regarding working conditions, as well as health and safety procedures. The implementation of the practices is also verified during the external audits for ISO 45001:2018, ISO 45001:2023, at HSE Certified locations.

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	100
Working Conditions	100



15. Provide details of any corrective action taken or underway to address safety-related incidents (if any) and on significant risks / concerns arising from assessments of health & safety practices and working conditions.

No significant safety incidents, risks, or concerns were identified during the assessments of health and safety practices and working conditions. The Company has put in place robust processes to detect, address, and prevent non-conformances through corrective actions and periodic procedural updates. Employees regularly participate in training and awareness programmes, with specialized HSE certification provided to the Corporate Services Team.

Leadership Indicators

1. Does the entity extend any life insurance or any compensatory package in the event of death of Employees.

Yes. the Company has robust life insurance coverage for all employees across geographies.

2. Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners.

The Company has established a process to track the statutory dues of contractors and to verify their timely deposit based on the supporting documentary evidence provided.

3. Provide the number of employees having suffered high consequence work-related injury / ill-health / fatalities (as reported in Q11 of Essential Indicators above), who have been rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:

None. There were no high-consequence work-related injuries / ill-health / fatalities.

4. Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment?

Yes. The Company's learning platforms encourage all employees to continually develop new skills, update existing ones, and strengthen their professional capabilities. This empowers individuals to take charge of their career growth, enabling them to manage their careers even after retiring or leaving the organisation.

5. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed*
Health and safety practices	100
Working Conditions	100

* the top 200 of our high-spend key suppliers.

6. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from assessments of health and safety practices and working conditions of value chain partners.

None



PRINCIPLE 4: Businesses should respect the interests of and be responsive to all its stakeholders.

Essential Indicators

1. Describe the processes for identifying key stakeholder groups of the entity.

The Company's stakeholder engagement approach is based on openness, transparency, and integrity. The Company ensures that stakeholder engagement is a continuous process with organization-wide reach as well as impact. A robust and structured process is followed for identifying and prioritizing the stakeholders to develop short, medium and long-term sustainable strategies. Recognizing the importance of trust-based relationships, the Company ensures transparent, timely and relevant engagement and communication with all the stakeholders. This also helps the Company understand both the explicit and tacit needs of stakeholders, which in turn facilitates taking informed strategic and operational decisions.

The management team engages with a wide range of stakeholders through formal and informal channels. The Stakeholders' Relationship Committee maintains oversight of the overall engagement process. Inputs from stakeholders are incorporated into the Company's materiality assessment, providing valuable perspectives on stakeholder views and potential future risks. This process establishes a structured framework for the business heads to identify and report key stakeholder concerns. These inputs are essential in determining the matters most relevant to the Company's business operations.

Please refer to Double materiality Assessment on page(s) 39 for the detailed process of identifying them.

2. List stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group.

Stakeholder Group	Whether identified as vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly/ others - please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees	No	All Hands Meets, Prime Time, Internal interactive platform SPARK, Town halls, Roadshows, Email Communications, MCARES survey, Audio- video conference calls, One-on-one calls	Need-based/ Ongoing	<ul style="list-style-type: none"> * Improving diversity and inclusion, * Learning & development opportunities * Knowledge refreshment sessions * Recognition programs, * Inculcating wellness & safety culture



Stakeholder Group	Whether identified as vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly/ others - please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Customers	No	Customer leadership meets, Email Communications, Town halls, Surveys, RFP responses, Customer visits, Audio-video conference calls, Webinars	Need-based/ Ongoing	<ul style="list-style-type: none"> * Enhance customers satisfaction * Identify opportunities for offering the best services, *Foster long-term loyalty * Understanding client's privacy & security requirements
Investors & Shareholders	No	Annual general meeting, Quarterly results, Email, press conferences, Investor meetings, Stock exchange intimations Conferences, Webinars, Earning calls.	Need-based	<ul style="list-style-type: none"> * Confirming TechM Stability, Reputation, Sustainable performance, *Understanding investors' concerns and expectations * Informing investors about company policies, reporting, and long-term strategies.
Partners & Collaborators	No	Partner Meets, Audio and video conference calls, Emails	Need-based	<ul style="list-style-type: none"> * Achieving shared objectives, * Sharing Resource & Knowledge * Fair business practices, * Compliance & Ethics, *Risk Mitigation * Long term sustainability



Stakeholder Group	Whether identified as vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly/ others - please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Government Regulators	No	Public policy engagements, Email Communications, RFIs/RFPs responses, Presentations, Audio and video conference calls, Seminars, Events, Surveys	Compliance-based, need-based	<ul style="list-style-type: none"> * Regulatory Inputs, Compliance * Policy alignments, Risk Management, Transparency & Accountability, * Understand areas for sustainable development, * Communicate performance & strategies
Academic Institutions	No	Academic Programs, Events, Conference calls, Meetings.	Ongoing	<ul style="list-style-type: none"> * Creating Job opportunities, Internships, * Knowledge sharing
Local Communities	Yes	Social media, Newsletters, Bulletins, Calls, Meetings, Volunteering	Ongoing	<ul style="list-style-type: none"> * Social Responsibility, * Understanding community needs * Ensuring Sustainable development, * Developing Local economy
Suppliers & Vendors	No	Email Communications, Audio-video conference calls, Meetings, Supplier workshops, Webinars	Ongoing	<ul style="list-style-type: none"> * Supply chain resilience * Innovation & collaboration * Cost efficiency, Transparency * Highlighting Sustainability

Leadership Indicators

1. Provide the processes for consultation between stakeholders and the Board on economic, environmental, and social topics or if consultation is delegated, how is feedback from such consultations provided to the Board.

Regular interactions between the Board, its committees, management and relevant departments enable the identification of key stakeholder concerns and align the Company's priorities with their expectations. The Board's Stakeholders' Relationship Committee provides guidance and has oversight of the process for addressing grievances and complaints from stakeholders and ensures that the Stakeholder expectations are aligned with the Company's business strategy. The committee reviews reports arising from employee, vendor, and customer satisfaction surveys



and oversees the procedure for addressing stakeholders' grievances. The committee also reviews the Company's environmental, health and safety responsibilities towards the stakeholders. The insights gathered through these engagements influence the creation of appropriate policies and practices that govern responsible business conduct.

2. Whether stakeholder consultation is used to support the identification and management of environmental, and social topics.

Yes. The Company actively integrates feedback from stakeholders into its policies, practices, and objectives. An inclusive approach through continual engagement with stakeholders supports the identification, prioritization, and management of key environmental and social material topics and helps in strategic and operational decision-making. Regular engagement with stakeholders facilitates the identification of existing and emerging material issues, highlights critical areas of improvement to handle evolving social and environmental risks, and help uncover new opportunities for organizational growth.

If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.

Environment - With the growing importance of ESG and climate priorities, the Company consistently incorporates stakeholder perspectives, feedback, and suggestions into its decision-making and strategic planning processes. This commitment is reflected in the creation of a diverse range of environmentally responsible and sustainable solutions, designed to help stakeholders fulfil regulatory obligations and environmental commitments. These solutions support compliance with climate regulations and promote energy conservation, water management, resource efficiency, sustainable mobility, as well as effective waste management.

Social- Social factors, including human rights and equitable people practices, are closely aligned with the Company's vision of becoming a purpose-driven organisation. The Company has an exemplary record in upholding human rights, embedding 'professionalism' and 'dignity of the individual' within its core values. Tools such as pulse polls, internal feedback platforms, and engagement surveys are regularly utilised, to better understand the needs and challenges of diverse groups within the organisation, enabling the design of improved people-centric policies and processes. The Company's value proposition inspires employees to pursue their potential, foster innovation, and achieve both personal and professional fulfilment.

Governance- Governance - Governance within the Company is firmly founded on a robust set of core values, stringent policies, and ethical procedures. The Company encourages the participation of its stakeholders and is responsive to their inputs. The established governance framework ensures that consensus-oriented decisions are taken effectively and efficiently. The Company maintains accountability by addressing and resolving all governance matters transparently and in a timely manner thereby ensuring the organisation consistently acts in the best interests of its stakeholders.

3. Provide details of instances of engagement with, and actions taken to, address the concerns of vulnerable/ marginalized stakeholder groups.

MIND@EASE, an initiative by Tech Mahindra Foundation, supports vulnerable groups including students from underserved communities enrolled in Foundation programmes and employees, who often face concerns related to stress, anxiety, emotional well-being, and career uncertainty. To address these, the platform provides access to mental health counselling, along with resources on well-being, career guidance, and awareness. Through partnerships with over 25 organisations, services are offered free of cost or at subsidised rates. Students and employees associated with the Foundation's programmes can avail confidential counselling support, alongside training, sensitisation, and student-led initiatives such as the Champions of Mental Health programme. The initiative has improved access to mental health support, strengthened awareness, and encouraged help-seeking behaviour among beneficiaries.

Please visit <https://mindatease.techmahindrafoundation.org/> for more details.



PRINCIPLE 5 Businesses should respect and promote human rights.

Essential Indicators

1. Employees who have been provided training on human rights issues and policy(ies) of the entity:

Category	FY 2025-26			FY 2024-25		
	Total (A)	No. employees (B)	% (B/A)	Total (C)	No. employees (D)	% (D / C)
Permanent	131,502	128,442	97.67%	131,444	127,797	97.23%
Other than permanent	8,714	7143	81.97%	7,827	6,073	77.59%
Total Employees	140,216	135,585	96.70%	139,271	133,870	96.12%

2. Details of minimum wages paid to employees in the following format:

Employees	FY 2025-26					FY 2024-25				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Permanent										
Total	1,31,502	0	0	1,31,502	100	131,444	0	0	131,444	100
Male	86,226	0	0	86,226	100	86,535	0	0	86,535	100
Female	45,249	0	0	45,249	100	44,902	0	0	44,902	100
Other	27	0	0	27	100	7	0	0	7	100
Other than Permanent										
Total	8,714	0	0	8,714	100	7,827	0	0	7,827	100
Male	5,454	0	0	5,454	100	4,719	0	0	4,719	100
Female	3,256	0	0	3,256	100	3,098	0	0	3,098	100
Other	8,714	0	0	8,714	100	10	0	0	10	100

3. Details of remuneration/salary/wages

a. Median remuneration / wages paid:

As of March 31, 2026	Male		Female		Other	
	Headcount	Median remuneration (₹ Lakh)	Headcount	Median remuneration (₹ Lakh)	Headcount	Median remuneration (₹ Lakh)
Board of Directors (BoD)*	5	103.37	4	108.26	0	0
Key Managerial Personnel**	2	3,586.71	1	52.65	0	0
Employees other than BoD and KMP	91,678	18.90	48,504	16	31	19

*Excluding the Managing Director & CEO (who is also a Board Member),

**Key Managerial Personnel includes the Managing Director & CEO (Board Member), the Chief Financial Officer and the Company Secretary.

b. Gross wages paid to females as % of total wages paid by the entity:

	FY 2025-26	FY 2024-25
Gross wages paid to females as % of total wages*	23.4%	23.28%

* Includes permanent employees only

4. Do you have a focal point (Individual/ Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business?

Yes

5. Describe the internal mechanisms in place to redress grievances related to human rights issues.

Stakeholders can report any concerns regarding actual or suspected violations of the Code of Ethical Business Conduct, including matters related to human rights, to the CORPORATE OMBUDSMAN either via email at CORPORATEOMBUDSMAN@techmahindra.com or through a verbal communication over the telephone. The policy also allows complainants to directly reach out to the Managing Director & CEO, or the Chairman of the Audit Committee, for resolution of their issues.

The detailed process is explained in the Whistle Blower policy https://insights.techmahindra.com/investors/WhistleBlower_Policy.pdf

6. Number of Complaints* on the following made by employees:

	FY 2025-26			FY 2024-25		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	82	15	Will be closed within 90 days of filing the complaint	83	16	Closed
Discrimination at workplace	12	6	Will be closed within mandatory timelines	0	0	-
Child Labour	0	0	-	0	0	-
Forced Labour/ Involuntary Labour	0	0	-	0	0	-
Wages	0	0	-	0	0	-
Other human rights-related issues	0	0	-	0	0	-

*Global numbers

7. Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, in the following format:

	FY 2025-26	FY 2024-25
Total Complaints reported under Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013(POSH)	72*	74*
Complaints on POSH as a % of female employees / workers	0.18	0.20
Complaints on POSH upheld	67	62

*India female employees only



8. Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases.

The Company is committed to provide a safe and secure workplace and prohibits all forms of discrimination, harassment, or retaliation involving any employee. Its policies are designed to prevent such incidents and to guarantee that employees who raise complaints regarding discrimination or harassment do not face any adverse consequences.

Refer to the Company's policies below

POSH- <https://insights.techmahindra.com/investors/Policy-on-Prevention-of-Sexual-Harassment.pdf>,

DEI - <https://insights.techmahindra.com/investors/Diversity-and-Inclusion-Policy.pdf>,

CEBC - <https://insights.techmahindra.com/investors/Code-Of-Ethical-Business-Conduct.pdf>, and

Whistle Blower - https://insights.techmahindra.com/investors/WhistleBlower_Policy.pdf

9. Do human rights requirements form part of your business agreements and contracts?

Yes, The Company mandates all business partners to acknowledge and strictly adhere to its Code of Conduct, which also includes human rights requirements, as an annexure to every contractual agreement.

10. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	
Forced/involuntary labour	
Sexual harassment	100
Discrimination at workplace	
Wages	

11. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 9 above.

There were no significant risks / concerns identified from the assessments.

Leadership Indicators

1. Details of a business process being modified / introduced as a result of addressing human rights grievances/complaints.

None. Although the Company has not received any human rights complaints, it proactively monitors, reviews, and updates its policies and processes to prevent potential human rights issues. The Company also obtains undertakings from its vendors and partners, ensuring their strict compliance with the Company's CEBC and POSH policies, thereby safeguarding against human rights violations within its value chain. The Company also organises sessions with businesses on the Contract Labour (Regulation and Abolition) Act, 1970 (CLRA), and customers regularly conduct CLRA audits. Beyond these measures, the Company conducts sessions with HR teams and periodically updates employee contracts and the Employee Handbook to ensure all employees and stakeholders are informed of their rights while also adhering strictly to the code of ethical business conduct.



2. Details of the scope and coverage of any Human rights due diligence conducted.

The Company regularly undertakes internal assessments and audits to verify that none of its stakeholders have experienced any negative human rights impacts. In addition, the Company commissions annual third-party Human Rights assessments at various locations, adhering to the GRI Standards 2021 and the United Nations Guiding Principles (UNGPs). While sample data is gathered from specific campuses, all policies, processes, and data are aligned to represent the whole organisation. The Company has ensured that every company-owned campus has undergone and received third-party assessment and certification between FY 2021 and FY 2026.

3. Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016?

Yes. The Company's premises are designed to provide barrierfree access for persons with disabilities. Common facilities such as ramps, elevators, accessible washrooms, and transportation support are available to enable ease of access. The Corporate Services team facilitates necessary accommodations and supports accessibilityrelated requests as required.

4. Details on assessment of value chain partners:

The Company carries out annual supplier assessments to review potential ESG factors as well as Disaster Recovery and Business Continuity Planning processes within its supply chain. This assessment includes both a questionnaire and on-site inspections, focusing on ESG parameters and regulatory compliance, including ethical business conduct and sustainability initiatives, as stipulated in the Company's Sustainable Supply Chain Management Policy.

100% of value chain partners (by value of business done with such partners) i.e. top 200+ key suppliers have undergone assessments covering various areas such as Health and Safety practices, prevention of Sexual Harassment, non-Discrimination in the workplace (working conditions), prohibition of Child Labour and Forced or Involuntary Labour, fair Wages, Occupational Health & Safety, Corporate Governance and Ethics, Risk Management, Environmental Management, and Biodiversity, among other aspects.

	% of value chain partners (by value of business done with such partners) that were assessed*
Sexual Harassment	
Discrimination at workplace	
Child Labour	100
Forced Labour/Involuntary Labour	
Wages	

* Top 200 key suppliers

5. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 4 above.

There were no significant risks / concerns identified from the assessments.



PRINCIPLE 6: Businesses should respect and make efforts to protect and restore the environment.

Essential Indicators

1. Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format:

Parameter	FY 2025-26	FY 2024-25
From renewable sources (GJ)		
Total electricity consumption (A)	128,022	107,092
Total fuel consumption (B)	0	0
Energy consumption through other sources (C)	12,180	15,131
Total energy consumed from renewable sources (A+B+C)	140,202	122,223
From non-renewable sources (GJ)		
Total electricity consumption (D)	372,940	394,561
Total fuel consumption (E)	16,973	22,893
Energy consumption through other sources (F)	0	0
Total energy consumed from non-renewable sources (D+E+F)	389,913	417,454
Total energy consumed (A+B+C+D+E+F) (GJ)	530,115	539,677
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)	0.000000933	0.0000010185
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	0.000019	0.000021
Energy intensity in terms of physical output (Total energy consumed/Employee headcount)	3.59	3.63

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

Yes, DNV Business Assurance India Private Limited (“DNV”) Please refer to page(s) 80 and 421 for the assurance statement.

2. Does the entity have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India?

Not applicable. The Company is not registered under the PAT (Perform, Achieve & Trade) scheme of the government of India for any of its pan India locations.

3. Provide details of the following disclosures related to water, in the following format:

Parameter	FY 2025-26	FY 2024-25
Water withdrawal by source (in kilolitres)		
(i) Surface water	0	0
(i) Groundwater	201022.80	278,467.27
(ii) Third party water	599,697.64	462,042.92
(iv) Seawater / desalinated water	0	0
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	800,720.44	740,510.19
Total volume of water consumption (in kilolitres)	685,043.98	607,052.24
Water intensity per rupee of turnover (Total water consumption / Revenue from operations)	0.0000012057	0.0000011456
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	0.0000245	0.0000237
Water intensity in terms of physical output (Total water consumption/ Employee headcount)	4.64	4.08

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

Yes, DNV Business Assurance India Private Limited ("DNV") Please refer to page(s) 80 and 421 for the assurance statement.

4. Provide the following details related to water discharged:

Parameter	FY 2025-26	FY 2024-25
Water discharge by destination and level of treatment (in kilolitres)		
(iv) Sent to third parties		
With treatment - secondary level*	115,676	133,458
Total water discharged (in kilolitres)	115,676	133,458

* The Company sends this water to the Municipal Corporation Sewerage, where it is further treated through treatment plants.

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

Yes, DNV Business Assurance India Private Limited ("DNV") Please refer to page(s) 80 and 421 for the assurance statement.

5. Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation.

Yes. The Company recognises the critical role of water in ensuring overall business continuity. Sewage Treatment Plants (STPs) are installed at all company-owned facilities where wastewater is treated and reused for cooling towers, landscaping, and toilet flushing in washrooms. This approach helps reduce significantly the need for fresh-water consumption. All company-owned facilities are thus 'Zero Water Discharge' facilities.

6. Please provide details of air emissions (other than GHG emissions) by the entity, in the following format:

Parameter	Unit	FY 2025-26	FY 2024-25
NOx	Tonnes	0.83	0.71
SOx	Tonnes	0.28	0.33
Particulate Matter (PM)	Tonnes	0.11	0.16

Persistent Organic Pollutants (POP), Volatile Organic Compounds (VOC) and Hazardous Air Pollutants (HAP) are not applicable to TechM.

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

Yes, DNV Business Assurance India Private Limited ("DNV") Please refer to page(s) 80 for the assurance statement.



7. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity, in the following format:

Parameter	Unit	FY 2025-26	FY 2024-25
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	9,601	12,435
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	71,582	76,735
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	Metric tonnes of CO ₂ equivalent	0.0000001429	0.0000001683
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)		0.00000291	0.00000348
Total Scope 1 and Scope 2 emission intensity (Total Scope 1 and Scope 2 GHG emissions / Employee Headcount)		0.55	0.60

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

Yes, DNV Business Assurance India Private Limited ("DNV") Please refer to page(s) 80 and 421 for the assurance statement.

8. Does the entity have any project related to reducing Green House Gas emission? If Yes, then provide details.

Yes. The Company is signatory to Business Ambition for 1.5°C initiative and is committed to its SBTi approved targets to attain net zero emissions by 2035. Its net zero road map is the foundation for various decarbonization initiatives measures implemented to minimise emissions - <https://insights.techmahindra.com/investors/tml-net-zero-transition-plan.pdf>

Please refer to the details of GHG emissions and the Company's efforts to reduce them on page(s) 92

9. Provide details related to waste management by the entity, in the following format:

Parameter	FY 2025-26	FY 2024-25
Total Waste generated (in metric tonnes)		
Plastic waste (A)	7.85	14.30
E-waste (B)	17.77	30.73
Bio-medical waste (C)	1.22	1.30
Construction and demolition waste (D)	0.00	0.00
Battery waste (E)	0.00	182.31
Radioactive waste (F)	NA	NA
Other Hazardous waste (G). (Oil waste and Oil filter waste)	0.00029	0.06
Other Non-hazardous waste generated (H). (Food waste, cardboard, paper, garbage waste)	441.49	386.70
Total (A+ B + C + D + E + F + G + H)	468.33	615.40

Parameter	FY 2025-26	FY 2024-25
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	0.0000000008	0.0000000012
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	0.0000000168	0.0000000240
Waste intensity in terms of physical output (Total waste generated/Employee headcount)	0.003172	0.004138
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	461.19	607.50
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
Total	461.19	607.50
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	0	0
(ii) Landfilling	7.14	7.90
(iii) Other disposal operations	0	0
Total	7.14	7.90

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

Yes, DNV Business Assurance India Private Limited ("DNV") Please refer to page(s) 80 and 421 for the assurance statement.

10. Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by your company to reduce usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such wastes.

The Company is committed to minimising waste generation by addressing the behavioural factors that contribute to waste. All waste produced through its operations is systematically recycled, repurposed, or reused in collaboration with certified recyclers and vendors. Waste is collected, segregated, and managed in accordance with circular economy principles. In the case of electronic waste, collection and storage are carried out as per the E-waste (Management and Handling) Rules, 2011. The Company has also established a comprehensive SOP for the effective management of both hazardous and non-hazardous waste, which is integrated into its overall Waste Management Policy.

11. If the entity has operations/offices in/around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.) where environmental approvals / clearances are required, please specify details in the following format:

The Company does not have operations/offices in/around ecologically sensitive areas where environmental approvals / clearances are required.

12. Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current Financial Year:

There was no new construction of the Company's own office buildings and hence no environmental impact assessments of projects were undertaken by the Company.



13. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder

Yes. The Company is compliant with all applicable environmental law/ regulations/ guidelines in India.

Leadership Indicators

1. Water withdrawal, consumption, and discharge in areas of water stress (in kilolitres):

For each facility / plant located in areas of water stress, provide the following information:

- (i) **Name of the area** - Baseline Water Stress (BWS) areas as per Aqueduct Water risk tool (by WRI) are the Company owned and leased facilities across Noida, Nagpur, Pune, Bengaluru, Gandhinagar, Chandigarh, Chennai, Hyderabad, Mexico, Shanghai, and Dalian.
- (ii) **Nature of operations** IT & BPS Services
- (iii) **Water withdrawal, consumption, and discharge in the following format:**

The Company withdraws water only from the ground and via third parties. The Company does not use surface water, seawater / desalinated water, or any other sources of water.

Parameter	FY 2025-26	FY 2024-25
Water withdrawal by source (in kilolitres)		
(i) Surface water	0	0
(i) Groundwater	157,536	252,308
(ii) Third party water	470,756	313,440
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilolitres)	628,292	565,748
Total volume of water consumption (in kilolitres)	598,506	536,387
Water intensity per rupee of turnover (Water consumed / turnover)	0.000001053	0.000001012
Water intensity (Water consumed/ Employee headcount)	6.45	5.85
Water discharge by destination and level of treatment (in kilolitres)		
(i) With treatment - secondary level*	29,786	29,361
Total water discharged (in kilolitres)	29,786	29,361

*The Company sends this water to the Municipal Corporation Sewerage, where it is further treated through treatment plants.

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

Yes, DNV Business Assurance India Private Limited (“DNV”) Please refer to page(s) 80 for the assurance statement.

2. Please provide details of total Scope 3 emissions & its intensity, in the following format:

Parameter	Unit	FY 2025-26	FY 2024-25
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	33,924	37,775
Total Scope 3 emissions per rupee of turnover		0.0000000597	0.0000000713
Total Scope 3 emission intensity (Total Scope 3 emissions/ Employee headcount)		0.230	0.254

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

Yes, DNV Business Assurance India Private Limited ("DNV") Please refer to page(s) 80 for the assurance statement.

3. With respect to the ecologically sensitive areas reported at Question 10 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.

The Company does not have operations/offices in/around ecologically sensitive areas where environmental approvals / clearances are required. The Company's [Biodiversity policy](#) is a habitat directive, a water-saving directive, and an environmental Sustainability directive. It is committed to conserving and enhancing biodiversity and promoting sustainable business practices that will not harm any species.

4. If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions / effluent discharge / waste generated, please provide details of the same as well as outcome of such initiatives, as per the following format:

Sr. No.	Initiative undertaken Details of the initiative (Web-link, if any,	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
	Increase In Renewable Energy	Increased Renewable energy mix from 1.77% in the baseline year FY15-16 to 26.45% in FY 2025- 26. Installed solar water heaters for energy savings and reduction of emissions through 4 MW Rooftop solar panels across 11 campuses. Increased RE through PPA at Chennai (3.5 MW), adding to the previous PPAs at Bangalore (10MW), Pune (6.85 MW), Chennai (1.5 MW), and Noida (1.5 MW).	Saved 38.95 Mn units of kWh reducing 27,550+ MTCO ₂ e of emissions
	LEDs, Motion Sensors	Installed motion sensors phase-wise and replaced incandescent lamps with LEDs across locations to cut down energy consumption.	LEDs and Motion Sensors saved 15.49 Mn units of electricity and reduced 11,000+ MTCO ₂ e till FY26.
	Sewage Treatment plants	Recycled and treated sewage water in STPs across owned locations and used it for landscaping and toilet flushing- 'Zero Water Discharge' facilities. Helped to reduce the freshwater requirement.	Recycled and reused 373,539.04kl of wastewater across 13 locations.



Sr. No.	Initiative undertaken Details of the initiative (Web-link, if any,	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
	OWC Vermicomposting	Organic Waste Converters (OWC) and vermicomposting plants at the Company campuses convert food waste to manure, which also cuts down logistics emissions and reduces waste to landfill.	99.74 ton (41% of food waste converted to manure.
	Green building initiative	Adopting green building practices for energy consumption and temperature within the office.	Saved 8,630+ GJ units of energy consumption.

5. Does the entity have a business continuity and disaster management plan? Give details in 100 words/ web link.

The Company is certified under ISO 22301:2019 and integrates best practices for Business Continuity and Disaster Recovery. It has established a robust framework designed to minimise business disruptions in the event of a disaster. The Company through its Business Continuity Management System is committed to developing, implementing and maintaining effective continuity plans aimed at preventing and containing potential business disruptions.

These plans focus on safeguarding employee welfare, ensuring environmental safety, protecting assets, and maintaining business continuity. To ensure preparedness, the Company regularly conducts plan testing and awareness programmes, thereby enabling effective response and recovery. This proactive strategy ensures that operations continue at acceptable minimum levels and that recovery time objectives are consistently achieved.

Please refer to page(s) 179 for more details.

6. Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard.

There are no significant adverse environmental impacts, arising from the value chain.

7. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts.

100% of value chain partners (by value of business done with such partners) i.e. top 200+ key suppliers have been assessed for their environmental impacts.

8. Green Credits have been generated or procured

a	By the listed entity	50 CERs
b	By the top ten (in terms of value of purchases and sales, respectively) value chain partner	-

PRINCIPLE 7 Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent

Essential Indicators

1. a. Number of affiliations with trade and industry chambers/ associations.

The Company holds memberships in various trade and industry chambers and associations with the objective of fostering collaboration, facilitating access to knowledge and industry

insights, strengthening stakeholder networks, enhancing corporate visibility and reputation, and engaging in policy advocacy on matters that support the interests of business and society.

- b. List the top 10 trade and industry chambers/ associations (determined based on the total members of such body) the entity is a member of/ affiliated to.**

Sr. No.	Name of the trade and industry chambers/ associations*	Reach of trade and industry chambers/ associations (State/ National/International)
1	World Economic Forum (WEF)	International
2	Business Council of Australia (BCA)	International
3	TM Forum	International
4	Telecommunications Standards Development Society (TSDSI)	National
5	National Association of Software and Service Companies (NASSCOM)	National
6	Associated Chambers of Commerce & Industry (ASSOCHAM)	National
7	Data Security Council of India (DSCI)	National
8	Confederation of Indian Industry (CII)	National
9	Bombay Chamber of Commerce & Industry (BCCI)	State
10	Hinjewadi Industries Association (HIA)	State

* Indicative list

- 2. Provide details of corrective action taken or underway on any issues related to anti-competitive conduct by the entity, based on adverse orders from regulatory authorities.**

There were no adverse orders from regulatory authorities on any issues of anti-competitive conduct.

Leadership Indicators

- 1. Details of public policy positions advocated by the entity:**

Public Policy Engagement Approach:

The Company actively collaborates with a wide range of stakeholders, such as government agencies, climate-focused organisations, trade bodies, and diplomatic representatives, to express its views on significant policy matters and to seek valuable feedback. These engagements are conducted in accordance with the Company's Code of Conduct, which prioritises ethical behaviour, anti-corruption measures, and transparency. To maintain consistent messaging and adhere to regulatory requirements, participation in public policy discussions is restricted to authorised representatives. This strategy enables the Company to effectively navigate intricate policy landscapes while maintaining integrity and a commitment to responsible business conduct.

Method of Advocacy:

The Company plays an active role in policy discussions by engaging through prominent industry platforms such as NASSCOM, ASSOCHAM, and CII, among others. It participates in roundtables, stakeholder consultations, and submits formal recommendations to government agencies, aiming to facilitate the development of progressive and business-friendly policies. By collaborating with government bodies, trade associations, and chambers of commerce, the Company contributes to shaping industry frameworks and ensuring that policy developments remain in alignment with key business priorities.



Sr No.	Public Policy advocated	Method resorted for such advocacy	Whether information available in public domain	Frequency of review by board	Web link if available
1	AI: Build India's foundation models under the IndiaAI Mission	Developed a large-scale, India-first foundational language model	Yes	As and when required	Tech Mahindra's Role in India AI Mission Sovereign AI & Indian LLMs
2	Technology: Nature-positive transition and integration of nature considerations into business frameworks & policies	Engaged with global industry associations and sector experts, contributing to a technology sector report	Yes	Periodic	https://initiatives.weforum.org/nature-positive-transitions/home https://reports.weforum.org/docs/WEF_Nature_Positive_Role_of_the_Technology_Sector_2025.pdf
3	Workforce: Strengthening industry and youth engagement in climate action	Collaborated with industry associations through panel discussions and conferences	Yes	As and when required	https://www.assochem.org/event-detail.php?event=towards-cop30-industry-s-role-in-climate-mitigation-and-adaptation-for-a-resilient-future; https://pinkcity.com/press-release/youth-must-lead-climate-action-beyond-cop30-experts/
4	Policy & Finance: Enhancing implementation of Nationally Determined Contributions (NDCs) through policy support & climate finance mobilisation	Contributed to strategic dialogues with leaders from business, government and other global institutions	Yes	As and when required	https://events.unglobalcompact.org/cop/c4c
5	Climate: Accelerating a green and inclusive economic transition	Participated on international platforms, fostering engagement with diverse global stakeholders.	Yes	Periodic	https://www.greenprophet.com/2025/10/world-green-economy-summit-2025-sandeep-chandnas-mission-to-make-sustainability-core-to-business-strategy/ https://www.dewa.gov.ae/en/about-us/media-publications/latest-news/2025/04/11th-world-green-economy-summit https://www.youtube.com/watch?v=vwvTGNgAcO

PRINCIPLE 8: Businesses should promote inclusive growth and equitable development**Essential Indicators****1. Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current Financial Year.**

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
CSR contributions made by Tech Mahindra Ltd to Mahindra Educational Institutions	NA	April 13, 2026	Yes	Yes	https://www.mahindrauniversity.edu.in/wp-content/uploads/2026/05/MU-IMPACT-ASSESSMENT-REPORT-FY-25-26.pdf

2. Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity.

The Company has no project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken.

3. Describe the mechanisms to receive and redress grievances of the community.

All grievances and complaints may be submitted independently to the office of the Corporate Ombudsman. You can report your concerns either by emailing CORPORATEOMBUDSMAN@techmahindra.com or by calling 0120-488-4450.

Further information is available in the [Whistleblower Policy](#)

4. Percentage of input material (inputs to total inputs by value) sourced from suppliers:

	FY 2025-26	FY 2024-25
Directly sourced from MSMEs/ small producers	3.56%	2.66%
Directly from within India	86.29%	88.92%

5. Job creation in smaller towns - Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis) in the following locations, as % of total wage cost.

Location*	FY 2025-26	FY 2024-25
Rural	0%	0%
Semi-urban	0%	0%
Urban	17.4%	17.6%
Metropolitan	82.6%	82.4%

*Data specific to India, classified according to the RBI Guidelines and Census 2011 based on population index.



Leadership Indicators

- 1. Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference: Question 1 of Essential Indicators above):**

Not Applicable

- 2. Provide the following information on CSR projects undertaken by your entity in designated aspirational districts as identified by government bodies:**

None of the Company's CSR initiatives have been implemented in any of the aspirational districts identified by government authorities.

- 3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? (Yes/No)**

No

- (b) From which marginalized /vulnerable groups do you procure?**

The Company procures from suppliers recognized as Micro, Small and Medium Enterprises (MSMEs) by the Government of India.

- (c) What percentage of total procurement (by value) does it constitute?**

3.56%

- 4. Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current financial year), based on traditional knowledge.**

Not Applicable

- 5. Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved.**

Not Applicable

- 6. Details of beneficiaries of CSR Projects:**

CSR Projects	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
Youth Empowerment	107,778	100% of our beneficiaries come from marginalised and vulnerable groups
Child Development	18,698	
Teacher Education	11,870	

PRINCIPLE 9 Businesses should engage with and provide value to their consumers in a responsible manner

Essential Indicators

- 1. Describe the mechanisms in place to receive and respond to consumer complaints and - feedback.**

The Company places utmost importance on customer satisfaction and has implemented a robust system for efficiently managing complaints and feedback. Serving a global clientele across diverse industry sectors, it offers multiple channels for clients to voice their concerns and provide

feedback. Client escalations are handled by designated client partners and delivery heads and are systematically recorded in the Company's Account Escalation Dashboard (AED). Each escalation undergoes a formal mitigation process that involves conducting root cause analysis and formulating a corrective action plan. These plans are executed by project managers with assistance from the Delivery Excellence team and are monitored until the issue is resolved and formal acknowledgment is received from the customer.

The Company also carries out an annual Net Promoter Score (NPS) survey, also referred to as the Customer as Promoter Survey (CaPS), to gather meaningful insights that guide its strategic planning and foster ongoing improvement. This systematic feedback process helps ensure the Company's services are continually aligned to meet evolving customer expectations, thereby enhancing long-term client partnerships. All feedback and complaints receive due consideration, with a specialised team dedicated to comprehensive analysis, solution development, and efficient execution. Throughout this process, transparency is upheld by keeping clients well-informed and actively engaged in the resolution journey.

2. Turnover of products and/ services as a percentage of turnover from all products/service that carry information about Environmental and social parameters relevant to the product, Safe and responsible usage, Recycling and/or safe disposal.

The Company is not a product manufacturer, it provides digital transformation, consulting, and business process reengineering services and solutions. It is committed to the safe and responsible utilisation of materials, ensuring that all waste—whether electronic or otherwise—is recycled or disposed of safely. Furthermore, the Company works closely with customers to provide services that support the advancement of their technology transformation journey, employing tools, frameworks, and materials that are both safe and recycled.

3. Number of consumer complaints in respect of the following:

	FY 2025-26			FY 2024-25		
	Received during the year	Pending resolution at end of year	Remark	Received during the year	Pending resolution at end of year	Remark
Data privacy	0	0	NA	0	0	NA
Advertising	0	0	NA	0	0	NA
Cyber-security	0	0	NA	0	0	NA
Delivery of essential services	0	0	NA	0	0	NA
Restrictive Trade Practices	0	0	NA	0	0	NA
Unfair Trade Practices	0	0	NA	0	0	NA
Other	0	0	NA	0	0	NA

4. Details of instances of product recalls on account of safety issues.

Not applicable, as the Company is not a product company

5. Does the entity have a framework/ policy on cyber security and risks related to data privacy? If available, provide a web-link of the policy.

The Company has established a comprehensive cyber security framework and policy to effectively oversee and mitigate risks associated with data privacy. Extracts from Data Privacy and Protection Policy can be viewed at <https://insights.techmahindra.com/investors/high-level-extracts-from-data-privacy-and-protection-policy.pdf>



Please refer to page(s) 187 for more details on cybersecurity

- 6. Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty / action taken by regulatory authorities on safety of products / services.**

Not applicable - The Company did not have any issues on safety of its services

- 7. Provide information relating to data breaches.**

- a. Number of instances of data breaches along-with impact

Zero.

- b. Percentage of data breaches involving personally identifiable information of customers

Zero.

- c. Impact if any of the data breaches

Not applicable

Leadership Indicators

- 1. Channels / platforms where information on products and services of the entity can be accessed (provide web link, if available).**

All pertinent information about the Company's services can be accessed at <https://www.techmahindra.com/>

- 2. Steps taken to inform and educate consumers about safe and responsible usage of products and/or services.**

Not applicable, the Company delivers IT services and is not a product company.

- 3. Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services.**

The Company has implemented a robust business continuity management system designed to effectively address any risks related to the disruption or cessation of essential services. It employs a well-structured communication strategy to keep customers informed and supported throughout, ensuring smooth and satisfactory resolution of any customer downtime.

- 4. Does the entity display product information on the product over and above what is mandated as per local laws? If yes, provide details in brief.**

Not applicable since the Company is not a product-based company.

Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole?

Yes, the Company undertakes various customer-centric initiatives such as proactively engaging with customers to gauge their views and opinions, tracking customer concerns, and evaluating



customer satisfaction levels. Additionally, the Company conducts annual NPS (Net Promoter Score) survey to collect valuable feedback from clients.

The NPS, also known as Customer as Promoter Score (CaPS) within TechM, serves as an annual engagement survey aimed at analysing the overall strength of our customer relationships. This survey targets three tiers of respondents within client organisations: CXOs, Senior Management, and Middle Management. Its purpose is to deliver a comprehensive perspective on customer experience during the preceding year, while also seeking insights regarding future expectations.

The central element of the NPS Survey revolves around a single question that measures the likelihood of clients recommending TechM to other business associates. Beyond this, the survey delves into several facets of customer experience, including sentiments, expectation fulfilment, engagement, and organisational capabilities.



INDEPENDENT ASSURANCE STATEMENT to the Management of Tech Mahindra Limited

Tech Mahindra Limited (Corporate Identity Number L64200MH1986PLC041370, hereafter referred to as 'Tech Mahindra' or 'the Company') commissioned DNV Business Assurance India Private Limited ('DNV', 'us' or 'we') to undertake an independent assurance of the Company's disclosures in Business Responsibility and Sustainability Report (hereafter referred as 'BRSR') for Financial Year 2025-26. The disclosures include BRSR Core as per Annexure 17A of SEBI's Master Circular for BRSR (Master Circular No. HO/49/14/14(7)2025-CFD-POD2/I/3762/2026, dated January 30, 2026).



Our Conclusion:

Based on our review and procedures followed for reasonable level of assurance, DNV is of the opinion that, in all material aspects, the BRSR Core Key Performance Indicators (KPIs) under 9 ESG attributes (as listed in Annexure I of this statement) for FY 2025-26 are reported in accordance with reporting requirements outlined in Industry Standard on Reporting of BRSR Core.

Scope of Work and Boundary

The scope of our engagement includes independent assurance of 'BRSR Core' - Reasonable level of assurance for Financial Year (FY) 2025-26.

Boundary covers the performance of Tech Mahindra operations that fall under the direct operational control of the Company's Legal structure. Based on the agreed scope with the Company, the boundary of reasonable assurance covers the operations of Tech Mahindra across all global locations including India, unless otherwise stated in the report.

Reporting Criteria and Standards

The disclosures have been prepared by Tech Mahindra in reference to:

- Industry Standard on Reporting of BRSR Core, Circular No.: SEBI/HO/CFD/CFD-PoD-1/P/CIR/2024/177 dated Dec 20, 2024.
- BRSR Core (Annexure 17A) as per Master Circular No. HO/49/14/14(7)2025-CFD-POD2/I/3762/2026, "Master circular for compliance with the provisions of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 by listed entities", dated January 30, 2026.
- Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard.
- ISO 14064-1:2018 - Specification with guidance at the organization level for quantification and reporting of greenhouse gas emissions and removals.

Assurance Methodology/Standard

This assurance engagement has been carried out in accordance with DNV's VeriSustain™ protocol, V6.0, which is based on our professional experience and international assurance practice, and the international standard in Assurance Engagements, ISAE 3000 (revised) - Assurance Engagements other than Audits or Reviews of Historical Financial Information. DNV's VeriSustain™ Protocol, V6.0 has been developed in accordance with the most widely accepted reporting and assurance standards. Apart from DNV's VeriSustain™ protocol, V6.0, DNV team has also followed ISO 14064-3 - *Specification with guidance for the verification and validation of greenhouse gas statements*; ISO 14046 - *Environmental management - Water footprint - Principles, requirements, and guidelines* to evaluate indicators with respect to Greenhouse gases and water disclosures respectively.

Basis of our conclusion

As part of our independent assurance engagement, we have evaluated the reported environmental, social, and governance (ESG) information against the agreed criteria. Throughout the engagement, we exercised rigorous professional judgment and maintained a high level of professional skepticism to ensure the integrity and reliability of our conclusions. As part of the assurance process, a multi-disciplinary team of assurance specialists performed assurance work for selected sites of Tech Mahindra. We carried out the following activities:

- Reviewed the disclosures under BRSR Core, encompassing the framework for assurance consisting of a set of Key Performance Indicators (KPIs) under 9 ESG attributes. The Industry Standard on Reporting of BRSR Core used a basis of reasonable level of assurance.

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Our competence and Independence

DNV applies its own management standards and compliance policies for quality control, which are based on the principles enclosed within ISO/IEC 17029:2019- Conformity Assessment - General principles and requirements for validation and verification bodies and accordingly maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards, and applicable legal and regulatory requirements. DNV has complied with the Code of Conduct during the assurance engagement. DNV's established policies and procedures are designed to ensure that DNV, its personnel and, where applicable, others are subject to independence requirements (including personnel of other entities of DNV) and maintain independence where required by relevant ethical requirements.

This engagement work was carried out by an independent team of sustainability assurance professionals. During the reporting period i.e. FY 2025-26, DNV, to the best of its knowledge, was not involved in any non-audit/non-assurance work with the Company and its Group entities which could lead to any Conflict of Interest. DNV was not involved in the preparation of any statements or data included in the Report except for this Assurance Statement. DNV maintains complete impartiality toward stakeholders interviewed during the assurance process.



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- Evaluation of the design and implementation of key systems, processes and controls for collecting, managing and reporting the BRSR Core indicators.
- Assessment of operational control and reporting boundaries.
- Seek extensive evidence across all relevant areas, ensuring a detailed examination of BRSR Core indicators. Engaged directly with stakeholders to gather insights and corroborative evidence for each disclosed indicator.
- DNV audit team conducted on-site audits for data testing and also, to assess the uniformity in reporting processes and also, quality checks at different locations of the Company. Sites for data testing and reporting system checks were selected based on the percentage contribution each site makes to the reported indicator, complexity of operations at each location (high/low/medium) and reporting system within the organization. Sites selected for audits are listed in Annexure II.
- Interviews with selected senior managers responsible for management of disclosures and review of selected evidence to support environmental KPIs and metrics disclosed the Report. We were free to choose interviewees and interviewed those with overall responsibility of monitoring, data collation and reporting the selected indicators.
- Verification of the consolidated reported performance disclosures in context to the Principle of Completeness as per VeriSustain™ Protocol, V6.0 for reasonable level of assurance for the disclosures.

Inherent Limitations

DNV’s assurance engagement assume that the data and information provided by the Company to us as part of our review have been provided in good faith, is true, complete, sufficient, and authentic, and is free from material misstatements. The assurance scope has the following limitations:

- The assurance engagement considers an uncertainty of ±5% based on materiality threshold for estimation/measurement errors and omissions.
- DNV has not been involved in evaluation or assessment of any financial data/performance of the company. DNV’s opinion on specific BRSR Core Attribute 8 on “Number of days of accounts payable”, Attribute 9 “Open-ness of business” and all sections of BRSR indicators where currency or INR has been applied relies on the third party audited financial reports of the Company. DNV does not take any responsibility of the financial data reported in the audited financial reports of the Company.
- The assessment is limited to data and information within the defined Reporting Period. Any data outside this period is not considered within the scope of assurance.
- Data outside the operations specified in the assurance boundary is excluded from the assurance, unless explicitly mentioned otherwise in this statement.
- The assurance does not cover the Company’s statements that express opinions, claims, beliefs, aspirations, expectations, aims, or future intentions. Additionally, assertions related to Intellectual Property Rights and other competitive issues are beyond the scope of this assurance.
- The assessment does not include a review of the Company’s strategy or other related linkages expressed in the Report. These aspects are not within the scope of the assurance engagement.
- The assurance does not extend to mapping the Report with reporting frameworks other than those specifically mentioned. Any assessments or comparisons with frameworks beyond the specified ones are not considered in this engagement.
- Aspects of the Report that fall outside the mentioned scope and boundary are not subject to assurance. The assessment is limited to the defined parameters.
- The assurance engagement does not include a review of legal compliances. Compliance with legal requirements is not within the scope of this assurance, and the Company is responsible for ensuring adherence to relevant laws.

Responsibility of the Company

Tech Mahindra has the sole responsibility for the preparation of the BRSR Report and is responsible for all information disclosed in the BRSR Core and BRSR Report. The company is responsible for maintaining processes and procedures for collecting, analyzing and reporting the information and also, ensuring the quality and consistency of the information presented in the Report. Tech Mahindra is also responsible for ensuring the maintenance and integrity of its website and any referenced BRSR disclosures on their website.

DNV’s Responsibility

In performing this assurance work, DNV’s responsibility is to the Management of the Company; however, this statement represents our independent opinion and is intended to inform the outcome of the assurance to the stakeholders of the Company. DNV disclaims any liability or co-responsibility for any decision a person or entity would make based on this assurance statement.

Use and distribution of Assurance Statement

This assurance statement, including our conclusion has been prepared solely for the exclusive use and benefit of management of the company and solely for the purpose for which it is provided. To the fullest extent permitted by law, DNV does not assume responsibility to anyone other than company for DNV’s work or this assurance statement. We have not performed any work, and do not express any conclusion, on any other information that may be published outside of the Report and/or on Company’s website for the current reporting period.

The use of this assurance statement shall be governed by the terms and conditions of the contract between DNV and the Tech Mahindra. DNV does not accept any liability if this assurance statement is used for any purpose other than its intended use, nor does it accept liability to any third party in respect of this assurance statement.

For DNV Business Assurance India Private Limited,	
Chadha, Jas Sahib Singh Digitally signed by Chadha, Jas Sahib Singh Date: 2026.06.16 16:38:37 +05'30'	Sharma, Anjana Digitally signed by Sharma, Anjana Date: 2026.06.16 18:26:31 +05'30'
Jas Sahib Singh Chadha Lead Verifier	Anjana Sharma Technical Reviewer
Assurance Team: Chandan Sarkar, Suraiya Rahman, Tapan Kumar Panda, Syed Rameez, Himanshu Babbar	

16/06/2026, Bengaluru, India.

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DNV Business Assurance India Private Limited

Statement Number: DNV-2026-ASR-873684