TECH mahindra

2024 -25

Taskforce on Nature-related Financial Disclosures (TNFD) Report

2nd Edition

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About TechM

Reconsidering Digital Transformation with Purpose: Tech Mahindra's AI- led, Nature-positive Vision

At Tech Mahindra, digital transformation goes beyond adopting new technologies. It's about shaping a smarter, more sustainable future. As a global leader in technology consulting and digital solutions, we help enterprises evolve by combining deep industry expertise, next-generation technologies, and a strong commitment to responsible innovation.

With over 148,000 professionals across 90 countries, we serve over 1,100 clients by delivering intelligent, human-centric digital experiences. Our approach to AI is grounded in solving real-world challenges, positioning it not just as a tool, but as a strategic driver of innovation, resilience, and growth.

We recognize that true transformation must also account for our impact on the planet. That's why we're embedding nature-positive principles into our sustainability strategy, aligning with global frameworks like the Taskforce on Nature-related Financial Disclosures (TNFD). By doing so, we aim to foster transparency, protect ecosystems, and contribute meaningfully to a regenerative economy.

At Tech Mahindra, we believe the future of business lies at the intersection of digital innovation and environmental responsibility — and we're proud to be leading that journey.

About The TNFD

The Taskforce on Nature-related Financial Disclosures (TNFD) is a global initiative aimed at helping organizations identify, assess, and disclose nature-related risks and opportunities. Its overarching goal is to redirect financial flows toward nature-positive outcomes by fostering greater transparency and accountability in corporate and investment decision-making.

The TNFD framework is structured around **four** key pillars. The first, **Governance**, focuses on how organizations oversee nature-related dependencies, impacts, risks, and opportunities — including the roles of boards, management, and human rights policies. The second pillar, **Strategy**, encourages businesses to evaluate how nature-related factors influence their models and financial planning across short-, medium-, and long-term horizons. **Risk & Impact Management** outlines the processes for identifying, assessing, and managing nature-related risks throughout operations and value chains. Finally, **Metrics & Targets** guide organizations in setting measurable goals and standards to track progress toward nature-positive outcomes.

Tech Mahindra is actively contributing to the TNFD framework by embedding environmental priorities into its core operations. We've committed to achieving net zero emissions by FY35, reaching carbon neutrality by 2030, and sourcing 90% of our energy from renewables. These targets are aligned with the Paris Agreement's objective of limiting global temperature rise to 1.5°C.

By aligning with TNFD principles, Tech Mahindra is integrating environmental considerations into its business strategy, ensuring that our operations not only drive innovation and growth but also support the preservation and restoration of natural ecosystems. This approach reflects our commitment to sustainable development and responsible corporate citizenship.

Message from the CSO

I'm pleased to announce the release of Tech Mahindra's **second Taskforce on Nature-related Financial Disclosures (TNFD) report** — a significant milestone that underscores our deep commitment to sustainability and our continued efforts to embed environmental stewardship into the heart of our business strategy. As a global technology leader, we recognize our pivotal role in addressing nature-related risks and driving inclusive, sustainable growth across industries.

By embracing the TNFD framework early, we reaffirm our forward-looking approach to environmental challenges and set a new benchmark for transparency, accountability, and responsible innovation in the digital transformation space. The TNFD equips us with structured tools to quantify our dependencies and impacts on nature, assess future risks and opportunities, and align our strategic direction with the broader goal of ecosystem conservation.

While TNFD disclosures remain voluntary today in India, we are fully aware of the growing momentum among regulators, investors, and industry peers toward mandatory nature-related reporting. Our early adoption reflects not only our regulatory readiness but also our values, to lead by example, champion responsible innovation, and play a meaningful role in halting nature loss.

This second report showcases our collective efforts to reduce environmental impact, integrate nature into strategic decision-making, and drive community-based sustainability initiatives. **A key highlight** of FY25 was Tech Mahindra's recognition as one of the few Indian companies to have its Net Zero targets formally validated by the **Science Based Targets initiative (SBTi)**. It also aligns with global standards such as the Global Biodiversity Framework (Target 15), the UN Sustainable Development Goals (SDGs), and ISO guidelines.

- Sandeep Chandna, Chief Sustainability Officer

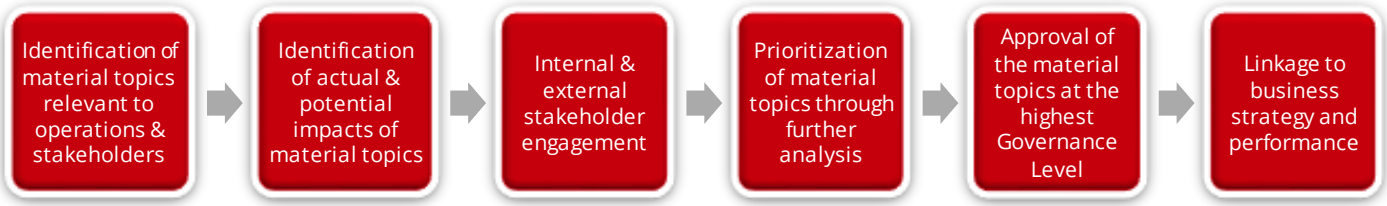
General Requirements

General Requirements

Application of Materiality

At Tech Mahindra, understanding what matters most to our stakeholders is at the heart of our sustainability strategy. Through ongoing engagement with both internal teams and external partners, we apply a Double Materiality approach capturing not just the financial impacts on our business, but also the environmental and social impacts of our operations. This method ensures we stay aligned with global expectations while delivering long-term value to our stakeholders.

*Additional information can be found in our **Integrated Annual Report (IAR) FY24–25***



Our Materiality Assessment Process

Scope of Disclosures

Our reporting covers Tech Mahindra's operations in India and across global markets, including all subsidiaries. For emissions data (Scope 1, 2, and 3), we include all locations with over 50 employees. While the reporting boundary aligns with our financial disclosures, we also acknowledge risks and opportunities beyond this boundary reflecting a comprehensive view of our value creation and risk exposure.

Location of Nature-Related Issues

Understanding the local environmental context is key to managing nature-related risks. We are developing a biodiversity risk map to highlight ecologically sensitive locations within our operations. Sites identified with potential biodiversity relevance include Pune, Bhubaneswar, Visakhapatnam, Hyderabad, Noida, Nagpur, Chennai, Chandigarh, and Bangalore.

In parallel, we are assessing water stress risks across key Tech Mahindra locations in Noida, Nagpur, Hyderabad, Pune, Chennai, Bangalore, Gandhinagar, Chandigarh, Mexico, Dalian, and Shanghai. Future reports will feature geospatial overlays to better visualize and respond to these risks, supporting informed decision-making and site-specific sustainability action.

Integration with Global Frameworks

Our disclosures are aligned with globally recognized frameworks including the Integrated Reporting Framework (IIRC), GRI Standards, BRSR, SASB, IFRS S1 and S2, and TCFD. We also follow UN SDGs and UN Global Compact principles. These alignments guide our reporting practices and support robust decision-making that integrates financial performance with sustainability outcomes.

Time Horizons for Nature-Related Risks

Risks are assessed based on the outcome, probability, and the magnitude of impacts over short, medium and long-term horizons, as categorise below:

Time Horizon	Duration (Years)	Description
Short-term	0 to 3	Short-term horizons are those that can be accomplished within three years, during which the company concentrates on resolving the urgent environmental risks and opportunities that directly affect business continuity and operational effectiveness.
Medium-term	3 to 10	Medium-term horizons are defined as those that span three to ten years. More significant capital expenditures in cutting-edge infrastructure and technologies are part of this phase.
Long-term	10+	Long-term horizons are those that go beyond ten years, during which we make plans for significant changes that will help us achieve our Net Zero objectives and comply with international environmental standards.

Stakeholder Engagement

We engage with our key stakeholders on various aspects including human rights relevant to our business. With respect to our value chain, we ensure that local issues are addressed at the local level.

- Addressing people management through the TechM **CARES** framework, which includes interventions across five dimensions: **Career, Alignment, Recognition, Empowerment and Strive** (CARES). The entire people practices, policies & programmes institutionalized at Tech Mahindra are aligned to one of these five dimensions.
- **Samvad Newsletter** to establish a dialogue with CSR fraternity & Saajhi Samajh advocacy platforms serve as a good practice, innovations and cross learning tool helping in creating dialogues, opening newer ways of thinking and creating linkages across various levels of engagement with our supporters and communities.

At an internal level:

- Engage with our 145k+ TechM community through the **SPARK platform**, designed to foster communication, collaboration and knowledge sharing.
- Facilitate leadership conversations through forums such as **Leadership Connects** and **Ask Me Anything (AMA)** sessions, allowing direct communication with our leaders.
- Hosting additional forums to facilitate connections among associates, promoting knowledge sharing and connection.

Governance

Governance

Tech Mahindra's approach to nature-related governance is embedded across its board-level oversight, executive management systems, and stakeholder engagement practices, aligned with the TNFD recommendations. The company recognizes that nature-related dependencies, risks, impacts, and opportunities have material implications for its long-term sustainability, value creation, and social license to operate.

ESG Governance Structure

Board Level Oversight

At the board level, oversight of nature-related issues is undertaken primarily through the CSR and Risk Management Committees. These committees are regularly updated through quarterly sustainability and risk performance reviews, presented by the **Chief Sustainability Officer (CSO)** and **Chief Risk Officer (CRO)**. Key agenda items include biodiversity performance, water risk mitigation, ecosystem restoration efforts, and nature-linked community development programs. Nature-related considerations are integrated into strategic decisions, including the review of long-term sustainability roadmaps (e.g., Green Marshals), investment assessments in ecologically sensitive areas, and the approval of budgets for nature-linked CSR and operational initiatives.

Nature-Linked Due Diligence

The Board sets and monitors progress against strategic nature-related objectives, such as achieving water positivity, enhancing biodiversity across company-managed areas, and reducing ecosystem-related risks in operations and supply chains. Quarterly KPIs including green cover expansion, native species restoration, and water indices are tracked. The CSR Committee and board receive regular updates and ensure corrective measures are taken where necessary. Nature-related due diligence is mandated for all major capital expenditures, mergers, and acquisitions, with environmental assessments and Free, Prior, and Informed Consent (FPIC) compliance as prerequisites in biodiversity-sensitive regions.

Management Oversight

At the management level, nature-related responsibilities are led by the CSO and CRO, supported by the Corporate Sustainability Cell and Sustainability Council. These structures ensure implementation, performance monitoring, and escalation of nature-related matters. Key controls include quarterly ESG reviews, monthly performance evaluations in high-priority areas, and prompt escalation of deviations from defined nature-related targets. The company integrates nature performance into its CSR impact audits and enterprise risk management framework, ensuring that ecosystem-related risks are addressed holistically.

Executive Body/Member	Roles and Responsibilities
Sustainability Council	Establishes the ESG strategy and approves yearly sustainability budgets. Guarantees consistency with international standards (ISSB, TCFD, CDP), ensures compliance with regulations, and assesses ESG performance on a quarterly basis. Promotes the integration of sustainability throughout the organization.
CSO	The CSO drives the sustainability strategy, oversees ESG metric reporting, develops targets and policies, implements initiatives, engages in public and supply chain policy, and coordinates water and biodiversity issues. The CSO also supports scenario analysis and reports to the CEO more frequently than once per quarter.
CRO	The CRO heads Enterprise Risk Management (ERM), assesses and oversees all nature, water, and biodiversity-related risks. Responsibilities include scenario analysis, capital risk review, and ensuring operational resilience. The CRO reports quarterly to the Board's Risk Management Committee
Corporate sustainability cell	Executes the Council's ESG strategy. It monitors KPIs, prepares reports (TNFD, CDP, TCFD), manages internal carbon pricing, encourages eco-friendly practices in the supply chain, and supervises data verification and stakeholder communication.

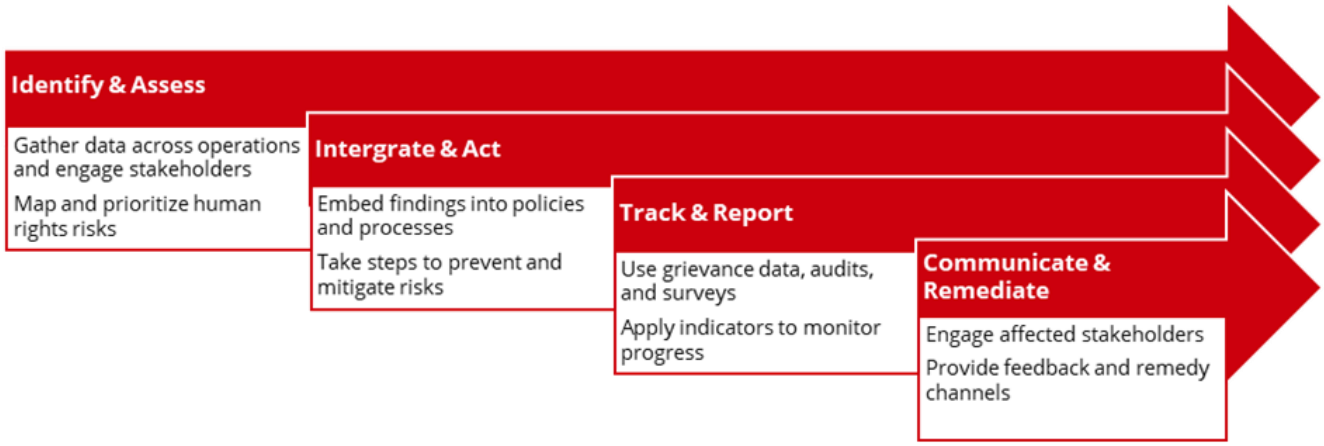
Human Rights and Global Framework Alignment

Tech Mahindra aligns its human rights and stakeholder engagement policies with globally recognized frameworks, including the UN Guiding Principles on Business and Human Rights. Human rights due diligence particularly concerning Indigenous Peoples and Local Communities (IPLCs)—is embedded in project design, vendor selection, and ESG risk management systems. FPIC compliance is a core requirement for all projects situated in tribal or ecologically sensitive regions.

TechM Human Rights Due Diligence Process

Tech Mahindra follows a structured human rights due diligence process that includes identifying risks, integrating actions, tracking performance, and engaging stakeholders. Human rights oversight is integrated through the Risk Management and HR Compliance departments, with dedicated mechanisms to identify, assess, and mitigate risks across the value chain. In FY25, no violations involving Indigenous Peoples' rights were reported, underscoring the effectiveness of Tech Mahindra's due diligence and continuous monitoring practices.

*Additional information can be found in our **ESG Report FY2024-25***



Strategy

Strategy

This section outlines the effects of nature-related dependencies, impacts, risks, and opportunities on Tech Mahindra's business model, strategy, and financial planning, in line with TNFD guidelines.

The LEAP Approach

As per the recommendations of TNFD guidelines, Tech Mahindra has adopted the LEAP (Locate, Evaluate, Assess, Prepare) approach to systematically identify and manage all the nature-related Dependencies, Impacts, Risks, and Opportunities (DIROs) across its globally owned locations.

The LEAP framework helps us to provide a structured methodology to evaluate all nature-related issues at both business and site levels.

LEAP Phase	Indicator Code	Indicator Description	Tech Mahindra Approach
Locate Interface with Nature	L1	Span of business model and value chain span	The assessment focuses on direct office operations across Tech Mahindra owned campuses, while also screening global locations for contextual relevance and potential upstream/downstream linkages.
	L2	Dependency and impact screening	Use sectoral tools (e.g., ENCORE) to identify nature-related dependencies and impacts, supplemented by internal operational data for site-specific accuracy.
	L3	Interface with nature	On-site biodiversity surveys at all owned campuses, with detailed water assessments for high water stress sites to understand dependencies and risks.
	L4	Interface with sensitive locations	TechM uses TNFD-recommended tools, including the World Wildlife Fund's Biodiversity Risk Filter (WWF-BRF) and the World Resource Institute (WRI) – Aqueduct Water Atlas to screen office locations for proximity to sensitive or protected areas.
Evaluate Dependencies and Impacts	E1	Identify environmental assets & ecosystem services	Ecosystem services mapping and review conducted at each direct operational site to identify and prioritise key environmental assets and services.
	E2	Identification of dependencies and impacts (Business sectors)	Dependencies and impacts identified using ENCORE, WWF's Biodiversity Risk Filter, and WRI's Aqueduct tool.
	E3	Dependency and impact analysis (intensity and scale)	Assess intensity of dependencies and impacts per office using internal data guided by WWF and WRI tools, with results integrated into risk prioritisation.
	E4	Impact materiality	Tech Mahindra identifies impacts on operations,

		assessment	employees, and local communities as key material factors, prioritizing based on business relevance and exposure.
Assess Risks and Opportunities	A1	Risk and opportunity identification	Risks and opportunities corresponding to impacts and dependencies identified for all sites; risk assessment done using WWF's Biodiversity Risk Filter and internal ERM processes.
	A2	Adjustment of existing risk mitigation and risk and opportunity management	Nature considerations integrated into the existing biodiversity risk assessment and management framework.
	A3	Risk and opportunity measurement and prioritization	Develop criteria to prioritize risks and align with internal governance.
	A4	Risk and opportunity materiality assessment	Assessment considers all major impacts on natural resources, pollution, and water cycles, focusing on materiality to operations and community, and aligned with double materiality principles.
Prepare to Respond and Disclose	P1	Strategy and resource planning	Align mitigation actions with corporate sustainability goals and allocate resources.
	P2	Target setting & resource management	Set measurable targets on nature impacts, aligned with internal policies.
	P3	Reporting	Nature-related disclosures integrated into ESG and sustainability reports, including the Integrated Annual Report (IAR).
	P4	Presentation	Campus-wise nature impact profiles are developed and disclosed progressively through relevant corporate reports. Where aligned with TNFD recommendations, nature-related risks and opportunities are also presented in the ***ESG Report***, ***Risks & Opportunities***, ***Scenario Analysis***, ***Sensitivity Analysis & Stress Testing***, ***ISSB's IFRS S2 Report***, and the ***Integrated Annual Report (IAR)***.

As per the TNFD recommendations, Tech Mahindra has also aligned its nature related disclosures and actions with Target 15 of the Kunming-Montreal Global Biodiversity Framework (GBF), which shows on businesses to assess, disclose, and reduce their negative impacts on biodiversity. By implementing the LEAP approach and combining biodiversity considerations into our strategic planning and site-level ESG programs, we help to advance the global agenda of halting biodiversity loss, restoring natural systems, and encouraging long-term ecosystem resilience across our operational footprint.

Nature Related Dependencies and Impact of Tech Mahindra

Tech Mahindra's operational footprint across its Indian locations involves interactions with various natural ecosystem services that support its business both directly and indirectly. As an IT services provider, the company does not rely heavily on material or resource-intensive inputs; however, certain ecosystem services, particularly those related to water provisioning, air quality, and climate regulation remain critically important. The Worldwide Fund for Nature Biodiversity Risk Filter (**BRF**) and the Exploring Natural Capital Opportunities, Risks and Exposure (**ENCORE**) tool have been used to evaluate these dependencies and identify associated nature-related impacts.

Dependency on Ecosystem Services

ENCORE				
Water Supply	**Global climate**	**Local climate**	**Rainfall pattern**	**Soil & Sediment Retention**
Very Low	Very Low	Low	Very Low	Very Low

Water Flow	**Flood Mitigation**	**Storm mitigation**	**Biological Control**
Very Low	Very Low	Very Low	Very Low

WWF Biodiversity Risk Filter		
Dependency Category	**Indicators**	**Dependency Level**
Physical	Water Availability	Low
	Forest Productivity and Distance to Markets	N/A
	Limited Wild Flora & Fauna Availability	N/A
	Limited Marine Fish Availability	N/A
	Soil Condition	N/A
	Water Condition	Low
	Air Condition	High
	Ecosystem Condition	N/A
	Pollination	N/A
	Landslides	Medium
	Wildfire Hazard	Medium
	Plant/Forest/Aquatic Pests & Diseases	N/A
	Herbicide Resistance	N/A
	Extreme Heat	High
	Tropical Cyclones	Medium
	Tourism Attractiveness	N/A
Reputational	Media Scrutiny	Medium
	Political Situation	Very Low
	Sites of International Interest	N/A
	Risk Preparation	Low

As shown in the tables above, Tech Mahindra's dependencies on most ecosystem services are either very low or low—such as water supply, global climate, and local climate—reflecting the relatively low

resource intensity of its IT services model. However, the WWF Biodiversity Risk Filter highlights high dependencies on air condition and extreme heat, and medium risks from landslides, wildfire hazards, and tropical cyclones, which are particularly relevant for site-level resilience planning.

Nature-Related Impacts

ENCORE			
Noise / Light pollution	**GHG emission**	**Non GHG emission**	**Solid Waste Generation**
Medium	Low	Very Low	Very Low
Land Use Area	**Water Use**	**Toxic pollutants in soil & water**	
Low	Very Low	Low	

Biodiversity Risk Filter		
Impact Category	**Indicators**	**Impact Level**
Physical	Land, Freshwater and Sea Use Change	Very Low
	Forest Canopy Loss	Very Low
	Invasives	N/A
	Pollution	Low
Reputational	Protected/Conserved Areas	Very Low
	Key Biodiversity Areas	Very Low
	Other Important Delineated Areas Impact	Very Low
	Ecosystem Condition	Very Low
	Range Rarity Impact	N/A
	Indigenous Peoples, Local Communities, Lands and Territories Impact	Very Low
	Resource Scarcity: Food - Water - Air Impact	N/A
	Labor/Human Rights Impact	Low
	Financial Inequality	Low

These impact assessments, conducted using the ENCORE tool and WWF Biodiversity Risk Filter, confirm that Tech Mahindra's operations generally have low material impacts on sensitive ecological or social areas. However, localized medium-level impacts, such as noise and light pollution are noted, particularly in urban campuses.

ENCORE highlights low overall materiality, while the **WWF Biodiversity Risk Filter provides sharper insights** into specific high-risk areas like **extreme heat**, **air quality**, and **localized pollution**. This dual-tool approach enables Tech Mahindra to focus its mitigation efforts where they are most needed. Indicators not relevant to the IT services sector, such as marine biodiversity or pollination, are excluded to maintain analytical focus and ensure that resources are directed toward assessing material risks and opportunities. By managing material nature-related dependencies and impacts across operations and the value chain, Tech Mahindra enhances resilience and advances its nature-positive strategy.

This foundation sets the stage for a deeper understanding of nature-related risks and opportunities.

Nature-Related Risks and Opportunities

Tech Mahindra recognizes the strategic importance of identifying and managing nature-related risks and opportunities as a core component of its sustainability agenda. To pinpoint high-risk areas, the company applied robust methodologies from the WWF Biodiversity Risk Filter (WWF-BRF), enabling a granular, location-specific assessment of both physical and reputational risks across all company-owned sites. The evaluation focused on three primary categories of nature-related risk: Biodiversity, Water, and climate-driven physical risks, which are most relevant to Tech Mahindra's operational footprint and long-term resilience planning.

Key Nature-Related Risk Patterns

As part of this assessment, TechM mapped its facilities into the WWF-BRF, allowing for a detailed evaluation of site-level exposure to nature-related risks. This tool provides a comprehensive framework for disclosure aligned with the TNFD LEAP framework, with consistent risk scores across all indicators and categories, computed based on the "Offices & Professional Services (e.g., Consulting, Software, Real Estate, Financial Institutions)" industry sector. These included physical risks, such as water availability, extreme heat, tropical cyclones, and wildfire hazards, as well as reputational risks linked to ecosystem condition, biodiversity pressures, and proximity to sensitive ecological zones. These indicators were quantified using Tech Mahindra's site-level data, as detailed in Appendices I and II.

Based on this assessment, 7 nature-related risks emerged as most material to TechM's operations.

This analysis revealed consistent exposure patterns across multiple locations:

- **Water Availability, Extreme Heat & Tropical Cyclones:** Locations such as Chennai, Hyderabad, Pune, and Bengaluru show elevated exposure to water scarcity, extreme heat, and tropical cyclones, underscoring the need for targeted resilience planning.
- **Air conditioning dependency:** Elevated risk is seen in cities like **Ahmedabad, Noida, Pune, Nagpur, Chandigarh, Gurugram, Kolkata, and Gandhinagar.**
- **Wildfire hazard:** Highest observed risk is observed in **Fremont and Chandigarh**.

In addition to physical risks, the assessment also captured reputational risks, including proximity to protected areas, biodiversity zones, and ecosystem condition. While scores were generally low, these risks remain relevant for stakeholder trust, regulatory visibility, and long-term license to operate, particularly in biodiversity-sensitive regions.

For detailed figures on **risks**, **opportunities**, **financial impact ranges**, **likelihood**, and **site-level exposure**, see ***Risks & Opportunities Report (FY 2024–25).***

These insights form the foundation for Tech Mahindra's strategic prioritization of nature-related risks. By identifying operational hotspots and understanding their environmental context, the company is able to design location-specific mitigation strategies and embed nature considerations into its broader business planning and resilience frameworks.

Biodiversity Assessment

Tech Mahindra recognizes biodiversity's essential role in both business resilience and planetary health. Guided by its ***Biodiversity Policy***, the company works to protect habitats, enhance green cover, prevent adverse impacts, and build awareness. This section focuses on the interaction between our Indian office locations and surrounding ecosystems, detailing our approach to tracking biodiversity, green cover, conservation, and educational initiatives.

Drawing on the WWF-BRF analysis outlined in the *Nature-Related Risks and Opportunities* section, biodiversity-specific insights have guided our site-level surveys and enhancement plans. These insights help us identify ecological sensitivities, prioritise conservation actions, and integrate biodiversity considerations into operational decision-making.

On-Site Biodiversity Surveys

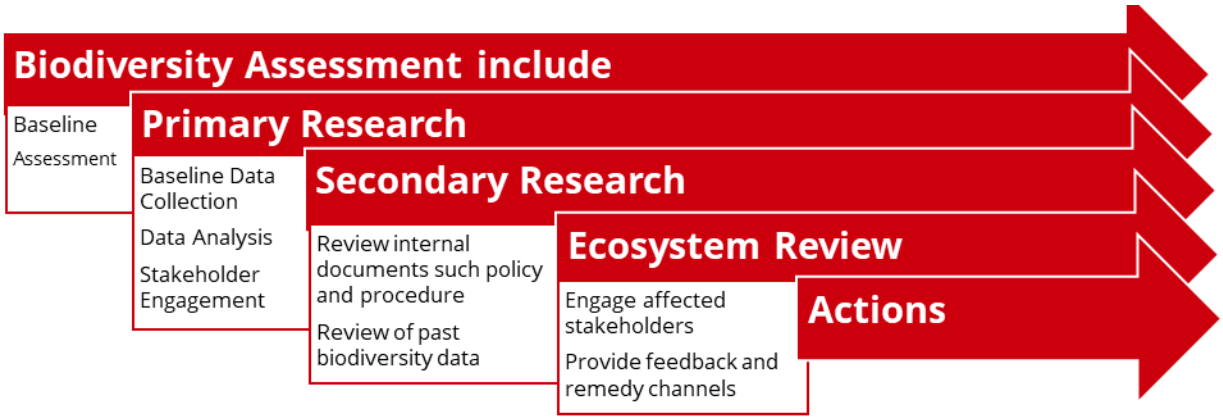
In recent years, Tech Mahindra has conducted comprehensive on-site biodiversity surveys across all its Indian locations. The primary aim was to systematically identify, evaluate, and manage the biodiversity impacts associated with our operations.

Each assessment combined literature reviews with field investigations to:

i. **Assess** the nature and distribution of vegetation

ii. **Conduct** qualitative and quantitative analysis of floral and faunal diversity

iii. **Identify** non-native or invasive species



These surveys provided a detailed understanding of local biodiversity, identifying site-specific linkages and supporting the development of structured enhancement plans for long-term sustainability. Both floral and faunal biodiversity play critical roles in sustaining ecosystem services and serve as indicators of ecosystem health. Notably, all wastewater at these sites is treated and reused on-site, ensuring Zero Liquid Discharge (ZLD), a testament to our responsible water management.

The following table provides a consolidated overview of the biodiversity metrics and notable features for each assessed location:

Location	Total Area (Acres)	Green Area (Acres)	Tree Species	Faunal Diversity	Native Species (Trees/ Herbs)	Alien Species	Notable Features
Pune	~4	~2.3	200+	30+ Birds, Bats, Reptiles	60–70%	~40%	Awareness programmes, STP reuse, native plantations
Bhubaneswar	6.77	~2	300+	35+ Birds, Bats, Reptiles	70% (Trees), 75% (Herbs)	~30%	CSR tree plantation, employee training, native species
Visakhapatnam	6.55	2.22	200+	40 Birds, 30 other species	57% (Trees), 70% (Herbs)	40%	Green Marshal, butterfly diversity focus
Hyderabad	36.89	6.89	~1,230	90 species (Birds, Mammals, Reptiles)	95%	3–5%	3,740 species recorded, high native flora, outreach drives
Noida	5.6	~2.06	~140	75 species (Birds, Dogs, Reptiles)	80–90% (Trees), 75–80% (Herbs)	5–10%	NGO partnerships, internal newsletters, CSR initiatives
Nagpur	~228	9.1	949+	Diverse (200+ Birds, 1700 Reptiles, 180 Mammals, Fish)	85-90%	10-15%	100-acre lake with migratory birds; Green Marshal program; Biodiversity policy; Local contractor engagement; IGBC in progress
Chennai	45	3.44	3000+	Diverse (50+ Birds, Butterflies, Reptiles, Dragonflies)	70-85%	10-15%	ZLD site; Green Marshal program; NGO partnerships; Biodiversity policy; IGBC in progress
Chandigarh	15	5.66	5000	100 animal species	75–85% (Trees), 85% (Herbs)	10–15%	Biodiversity quizzes, 16,000 volunteer hrs, eco-awareness
Bangalore	~23.2	~16.05	600+	50–60% native fauna, 80–100 Birds	75–85% (Trees), 70% (Herbs)	10–15%	165,000 tree goal, native restoration, biodiversity pond

Biodiversity Initiatives

Our biodiversity strategy combines habitat creation, species conservation, and community engagement:

- Development of greenbelts with native and mixed plantations to create microhabitats
- Maintaining high native species composition and limiting invasive species
- Adoption of ZLD principles at all facilities
- Greenery that moderates micro-climates, improves air quality, and strengthens urban ecological connectivity
- Green Marshal Programme for biodiversity training and stakeholder participation
- CSR-driven initiatives such as tree plantations, educational workshops, and NGO collaborations
- Continuous monitoring to adapt and enhance biodiversity management

Conclusion

Our surveys confirm that none of our operations are located within or adjacent to areas with known IUCN Red List or national conservation species risks. By integrating biodiversity-specific WWF-BRF insights with on-site survey data, we have built a robust foundation for targeted interventions that support ecological resilience and long-term environmental stewardship.

Water Assessment

Building on our commitment to biodiversity, Tech Mahindra recognizes that water is also an essential natural resource, fundamental to both our operations and the well-being of the communities and is guided in this by our ***Water Management Policy***. This section outlines our approach to water stewardship, covering dependencies, impacts, risks, and opportunities and aligns with the TNFD framework to emphasize responsible water management that ensures business resilience and supports water security in our operational regions. As part of this approach, our initial assessment used the **WRI Aqueduct tool** to identify locations with varying degrees of water risk.

Water Stress Levels by Location (WRI Aqueduct)

Water Stress	Countries & Locations
Extremely High (>80%)	India (Bangalore, Chandigarh, Chennai, Gandhinagar, Hyderabad, Nagpur, Noida, Pune), China (Shanghai, Dalian), Mexico (Mexico City)
High (40-80%)	India (Bhubaneswar, Kochi), Australia (Melbourne, Brisbane, Sydney), USA (Bedminster, Plano), Germany (Leipzig), France (Toulouse, Bucharest)
Medium - High (20-40%)	India (Vizag), USA (Fargo), Philippines (Manila, Cebu)
Low - Medium (10-20%)	India (Mumbai), China (Shenzhen), France (Paris), USA (Fremont)
Low (<10%)	India (Kolkata), Malaysia (Kuala Lumpur), Singapore (Singapore), Canada (Moncton), Germany (Munich), Hungary (Budapest)

Water Risk & Impact

Building on the initial WRI Aqueduct assessment, we narrowed the focus to locations with 'Extremely High' water risk, enabling a sharper view of site-specific vulnerabilities and priority areas for mitigation.

Top Impacted Locations and their Estimated Total Financial Impact (USD)

The four locations highlighted above represent the highest-impact Indian sites in our 'Extremely High' water risk category and account for a significant share of total exposure. Beyond these, other high-risk locations across our global operations include Nagpur, Pune, Gandhinagar, Dalian, Shanghai, Chandigarh, and Mexico City- together facing challenges such as groundwater depletion, flooding, declining water quality, water stress, inadequate infrastructure, drought, and increased water tariffs. Collectively, these site-specific risks amount to more than **USD 597k** in potential financial impact, reinforcing the need for targeted, location-specific actions that address both operational vulnerabilities and the unique environmental conditions of each site. In line with the TNFD framework, these risks are further classified by type- primarily Physical, with some Transition risks and assessed against their expected time horizons. Most are short-term (0–3 years), with a few extending into the medium term, enabling Tech Mahindra to prioritise mitigation measures based on both urgency and nature of impact.

Water Opportunities & Actions

Tech Mahindra has identified and implemented a range of water-related initiatives aimed at enhancing resource efficiency, reducing operational costs, and strengthening local water security. These efforts focus on deploying innovative technologies and sustainable practices that deliver both environmental and financial benefits.

Across our global operations, we have rolled out a diverse set of water-related initiatives tailored to local needs, representing a combined green investment of **over USD 130,000**. In **Hyderabad**, one of our largest investments, we implemented a comprehensive package including water sensors, purification systems, sewage treatment plants, and regular water quality analysis. **Pune**, **Nagpur**, **Mexico**, **Dalian**, and **Shanghai** have focused on improving water quality and recycling through sewage treatment plants and purification systems. **Noida** and **Chennai** have deployed water sensors and restrictors to optimise usage, while **Bangalore** and **Gandhinagar** have prioritised purification systems. **Chandigarh** has enhanced rainwater harvesting alongside sensor deployment.

These targeted investments are delivering measurable savings, improving water efficiency, and supporting community water resilience. All owned facilities operate as zero liquid discharge (ZLD) sites, with treated wastewater fully recycled for non-potable uses such as landscaping and washroom flushing. Further details are available in our ***Risks & Opportunities Report (FY 2024–25)***, which outlines the financial implications, likelihood, and time horizons of these initiatives.

Extended Material Nature-Related Risks & Opportunities

In addition to the biodiversity and water-related risks and opportunities detailed earlier, Tech Mahindra has identified other material nature-related risks across our operations. These include acute and chronic physical risks such as cyclones and heatwaves, as well as transition risks linked to market shifts and emerging environmental regulations. While these risks have the potential to affect revenue, operating costs, and asset resilience, they are actively managed through targeted mitigation strategies. Full details of these risks are available in our ***IFRS S2 Report***.

Building on this understanding, Tech Mahindra continues to identify and pursue **nature-positive opportunities** that address these risks while creating long-term environmental and business value. Around **70%** of these opportunities are medium-term (3–10 years) and **30%** are short-term (0–3 years), together representing an estimated potential value of **over USD 17 million**. This portfolio enables Tech Mahindra to focus on the highest-impact actions with precision and urgency, ensuring that investments deliver measurable benefits for both the environment and the organisation's resilience.

Across our global footprint, we are developing innovative products and services with positive environmental outcomes, including nature-aligned digital platforms such as **i.Sustain**, **i.Greenfinance**, and **i.Riskman**, which leverage AI/ML, IoT, and blockchain to deliver ESG analytics and decision-support tools. We are expanding renewable energy use across sites, reducing dependency on resource-intensive power sources, and deploying low-emission, resource-efficient technologies such as LED lighting, motion sensors, solar water heaters, and green building systems.

Our campuses are increasingly designed and retrofitted to meet **LEED and other green building certifications**, integrating energy-efficient HVAC systems and sustainable infrastructure. Circular economy practices are being embedded into IT hardware and operations through initiatives such as **Green IT models**, sustainable product design, paperless systems, and **Zero Waste to Landfill** targets guided by our ***Waste Management Policy***. We are also scaling **water-neutral data centres** and advanced water management solutions — from smart water grids to large-scale recycling, reuse, and recharge systems — to reduce operational dependencies on stressed water resources. Further details on these initiatives and their contribution to our broader sustainability strategy can be found in our ***Integrated Annual Report (IAR).***

These initiatives are integrated into our business planning by directing capital through risk-adjusted allocation, guided by scenario-informed budgeting based on recognised IPCC SSP–RCP pathways. Progress is tracked through sustainability KPIs embedded across functions, while green finance monitoring ensures alignment with ESG disclosures and the prioritisation of high-impact nature and climate projects.

Collectively, these programmes are already delivering operational savings, lowering emissions, reducing water and energy consumption, and enhancing resilience to environmental shocks — reinforcing Tech Mahindra's position as a leader in the nature-positive digital economy. Comprehensive disclosures on our nature-related risks and opportunities are available in ours ***Risks & Opportunities Report (FY 2024–25)***.

Scenario Analysis Insights

Tech Mahindra conducts scenario analysis to assess the resilience of its strategy and operations to nature-related physical and transition risks. Aligned with global frameworks such as the IPCC's SSP–RCP pathways, it explores plausible climate and socio-economic futures across near-, medium-, and long-term horizons to inform strategic resilience planning.

As for water-related risks, the company used **WWF Water Risk Filter (WRF)**, basin-level data was gathered for **global operational sites** to assess physical, regulatory, and reputational risks under a range of plausible climate and socio-economic futures. The analysis covered a baseline year (2020) and projected changes for 2030 and 2050 across three pathways aligned with recognised IPCC SSP–RCP combinations.

- **Optimistic** – Moderate emissions (RCP2.6/RCP4.5) with sustainability-focused socioeconomics (SSP1)
- **Current Trend** – Intermediate emissions (RCP4.5/RCP6.0) with "middle-of-the-road" socioeconomics (SSP2)
- **Pessimistic** – High emissions (RCP6.0/RCP8.5) with regional rivalry socioeconomics (SSP3)

By 2030, under the pessimistic pathway, water-related risk levels could rise by 9–15% across most Indian sites, with potential financial impacts of about USD 0.66 million. The current trend scenario shows more moderate increases of 4–10% (around USD 0.64 million), while the optimistic pathway shows minimal change (0–3%) and even slight improvements at some sites.

By 2050, the pessimistic pathway projects a 24–34% increase in risk, with impacts exceeding USD 0.75 million. The current trend pathway results in 15–19% higher risks and impacts of around USD 0.70 million, while the optimistic pathway limits changes to within ±5%, keeping potential impacts to USD 0.59 million.

The analysis highlights Bengaluru, Hyderabad, Noida, and Chandigarh as having comparatively higher exposure, where measures like water-neutral technologies, rainwater harvesting, smart water grids, and proactive regulatory engagement could help reduce long-term risk.

For other **nature-related risks** — including acute physical hazards such as cyclones and heatwaves, and policy-driven transition risks from emerging regulation — the scenario analysis points to the potential for material impacts on operations, asset resilience, and financial performance under high-emission pathways. These insights underscore the need for site-specific adaptation planning, strengthened infrastructure resilience, and accelerated decarbonisation efforts.

Full details on methodologies, scenario definitions, modelling assumptions, and quantified results for these risks are available in Tech Mahindra's published ***Scenario Analysis Report (FY 2024-25)*** here.

Priority Locations Identified Through Nature-Related Risk and Opportunity Assessment

An integrated screening was carried out to identify sites within Tech Mahindra's direct Indian operations that have higher exposure to nature-related dependencies, impacts, risks, and opportunities across biodiversity, water, and other environmental factors. The process combined:

WWF Water Risk Filter (WRF)	WWF Biodiversity Risk Filter (BRF)	WRI Aqueduct Water Risk Atlas	WRI Biodiversity Assessment
• basin-level and site-level water risk assessment (physical, regulatory, reputational)	• biodiversity risk and ecosystem integrity indicators	• baseline water stress, seasonal variability, flood and drought risk	biodiversity sensitivity and habitat proximity data.

The screening considered:

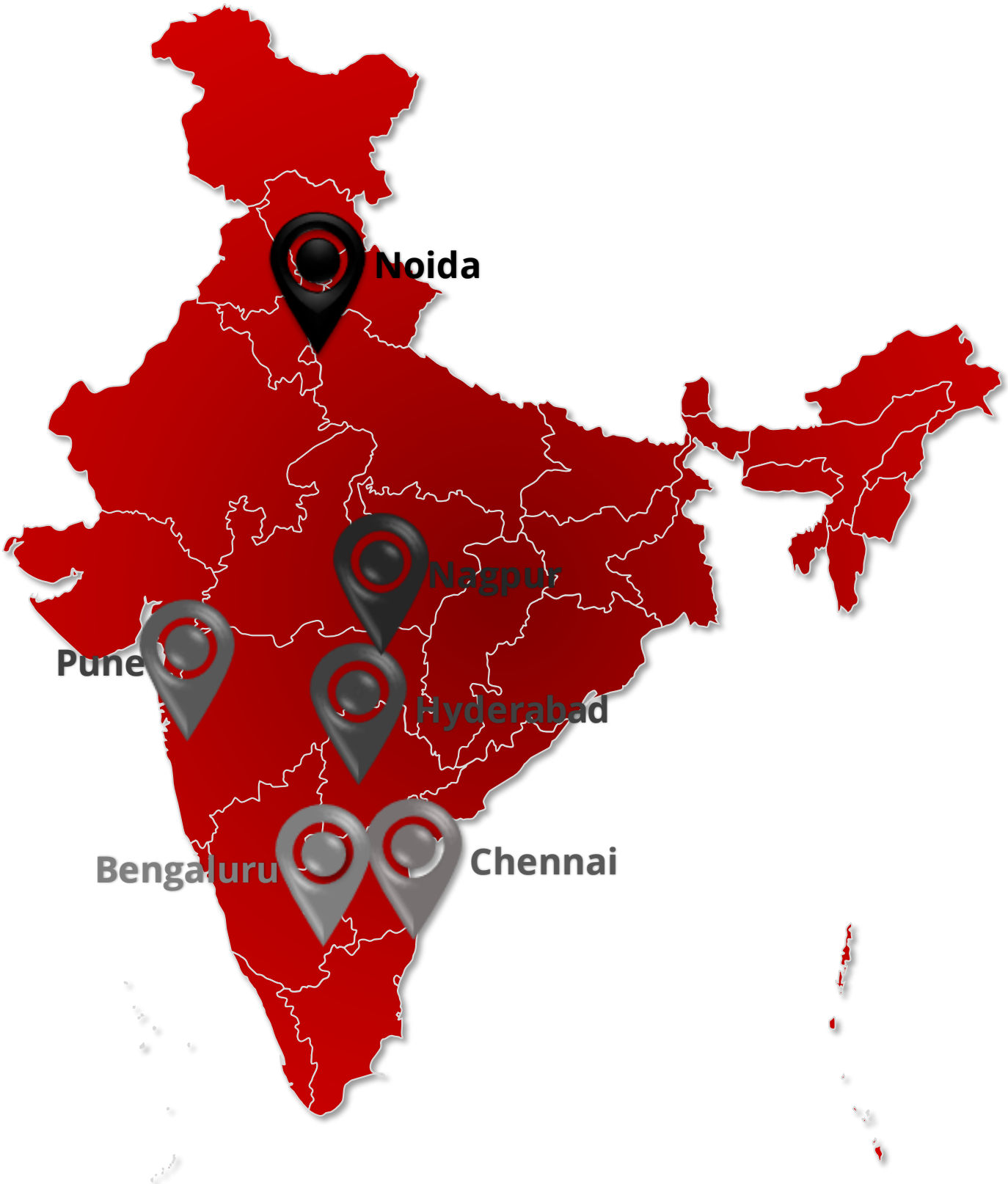
- High physical water risk or dependence on stressed municipal water systems
- Proximity to biodiversity-important areas or zones of high ecosystem integrity
- Evidence of rapid decline in ecosystem integrity
- Exposure to physical climate hazards such as flooding, extreme heat, or cyclones
- Opportunities for restoration, green infrastructure, or nature-positive interventions

This initial scope covers direct operations in India. Future assessments will extend to other geographies and relevant parts of the value chain.

Priority Locations and Key Considerations

Based on the screening, the following locations were identified for further evaluation:

- **Noida** – High physical water risk and proximity to urban biodiversity zones; relevant for water availability management and local ecosystem resilience.
- **Nagpu**r – Near areas of high ecosystem integrity; important for maintaining biodiversity buffers.
- **Hyderabad** – Water stress and flood sensitivity; requires sustainable water management and adaptation to extreme rainfall.
- **Pune** – Urban expansion and decline in ecosystem integrity; offers scope for restorative landscaping and habitat protection.
- **Chennai** – Coastal water stress and urban heat; exposed to cyclones, stormwater impacts, and coastal biodiversity pressures.
- **Bengaluru** – Urban heat island effect and adjacency to green zones; potential for green infrastructure to support climate regulation.



Risk & Impact Management

Risk & Impact Management

Tech Mahindra adopts a structured and forward-thinking approach to manage nature-related risks, embedding these considerations into both day-to-day operations and long-term strategy. Risk identification begins with stakeholder engagement, environmental scanning, and impact analysis across operational and ecological domains. Each identified risk is carefully evaluated for its implications on business operations and natural ecosystems. Prioritization is based on potential significance and strategic alignment, drawing input from cross-functional teams. Risks are tracked through real-time data, periodic evaluations, and open disclosure. This robust methodology enhances Tech Mahindra's resilience and underscores its commitment to sustainability, aligning with its nature-positive goals.

1. Identification and Assessment

Nature-related risks are identified through active collaboration with stakeholders, including customers, suppliers, and regulators. The company conducts regular environmental scans and materiality assessments to stay ahead of ecological trends, policy shifts, and sector-specific challenges like biodiversity loss and resource depletion. Tech Mahindra follows a double materiality approach in accordance with GRI Disclosure 3-1, considering both financial and environmental impacts. The assessments are location-specific, using a geospatial inventory to evaluate risks in key operational areas such as Pune, Hyderabad, and Bengaluru. Time horizons are clearly defined: short-term (<3 years) focuses on immediate operational risks and regulatory changes; medium-term (3–5 years) considers shifts in resource availability or stakeholder expectations; and long-term (>10 years) examines systemic issues like climate change or ecosystem degradation. The company also considers ecological thresholds and tipping points, using tools like the WWF Water Risk Filter and Aqueduct to avoid crossing irreversible environmental limits such as aquifer depletion. These risks are re-assessed annually as part of the enterprise risk management framework and monitored quarterly by the Risk Management Committee (RMC).

2. Prioritization and Monitoring

Risk prioritization is guided by evaluating severity and probability, ensuring alignment with Tech Mahindra's strategic priorities. A cross-functional approach ensures comprehensive evaluation across departments. Real-time data analytics and risk dashboards monitor environmental KPIs across locations. Regular audits and quarterly RMC reviews validate the effectiveness of controls and ensure early mitigation of emerging nature-related risks. The company actively tracks changes in policy landscapes and regulatory requirements, particularly those relating to water use, biodiversity conservation, and energy sourcing, while participating in industry forums to remain aligned with global best practices.

3. Integration with ESG Strategy

The company's ESG strategy, aligned with its net-zero roadmap, integrates risk management with sustainability goals. Using advanced technologies like AI, 5G, and blockchain, Tech Mahindra fosters innovation while balancing profitability and environmental responsibility. This synergy reinforces its decarbonization efforts and builds long-term business resilience.

4. Managing Nature-Related Risks

Nature-related risks are managed within a structured framework aligned with global standards. Specific risk mitigation plans address issues such as climate variability, natural resource stress, and biodiversity decline, guided by our ***Climate Change Policy*** to ensure resilience against climate-driven impacts. Oversight is provided by the Risk Management Committee, ensuring risks are handled in line with Tech Mahindra's ethical and sustainability commitments. Inputs for decision-making include primary operational data, secondary sources such as ENCORE and WWF tools, and insights gathered through supplier and community engagements.

5. Processes for Identifying, Assessing, and Prioritizing Nature-Related Dependencies, Impacts, Risks, and Opportunities in Direct Operations

The company embeds nature-related risk management in its Enterprise Risk Management (ERM) framework. A rigorous identification phase involves environmental assessments and multi-stakeholder consultations. Oversight is provided by the Chief Sustainability Officer and reported to the Board via the Chief Risk Officer. Risks are assessed using both qualitative techniques and scenario planning, considering legal, financial, and operational perspectives. Ecological thresholds, biodiversity risks, and energy dependencies are evaluated using geospatial analysis and predictive modelling. Each risk is ranked based on severity, probability, and relevance to business goals, ensuring timely and focused action.

6. Processes for Identifying, Assessing, and Prioritizing Nature-Related Dependencies, Impacts, Risks, and Opportunities in the Upstream and Downstream Value Chain

Beyond direct operations, Tech Mahindra assesses risks throughout its supply chain and customer base. Environmental trends and regulations are continuously monitored, and active engagement with suppliers and clients helps understand risks like resource scarcity or reputational threats. Tools like ENCORE and WWF Biodiversity Risk Filter are employed to map supply chain dependencies and nature-related impacts. These risks are evaluated and prioritized according to their scale, severity, and potential influence on the company's value chain. Data quality improvements include expanded direct supplier reporting and plans for a supplier sustainability portal. Barriers like limited data access are addressed through sustainability clauses in contracts and partnerships with industry groups.

7. Processes for Monitoring Nature-Related Dependencies, Impacts, Risks, and Opportunities

Real-time environmental data and key indicators are monitored through digital systems, supported by IoT-based analytics platforms. Regular environmental audits validate this information and support internal risk reporting. The ERM team, along with risk officers, ensures that both internal and external risks are reviewed and updated routinely. The Board's Risk Management Committee (RMC) assesses ESG risks quarterly, including biodiversity, water, and energy-related risks. The Chief Internal Auditor supplements these efforts with oversight of strategic operations, reporting findings to the Audit Committee. Since the last reporting period, Tech Mahindra has enhanced data granularity through advanced sensor networks and regional dashboards.

8. Integration into Overall Risk Management Processes

Nature-related risks are incorporated into Tech Mahindra's broader ERM framework through a multi-dimensional lens that covers business functions, geographies, and time horizons. Continuous communication with leadership and board members ensures that sustainability risks are integrated into strategic planning and business continuity. By embedding biodiversity risk assessments (BRAs) and biodiversity management plans (BMPs) into the ERM framework, the company ensures systemic risks like water scarcity and ecosystem degradation are addressed as part of core strategic processes.

9. Continuous Improvement and Adaptive Management

Tech Mahindra embraces an adaptive management philosophy, regularly updating its risk frameworks to reflect the latest science, regulatory trends, and stakeholder needs. Through ongoing refinement of policies, investment in data tools, and external collaborations, the company ensures it remains responsive to environmental changes. Improvements since the previous period include enhanced traceability in value chain data, greater reliance on direct monitoring systems, and increased cross-functional training on ESG risks. This continuous improvement mindset supports Tech Mahindra's ambition to lead in sustainable innovation and contribute to global environmental goals.

Metrics and Targets

Metrics and Targets

At Tech Mahindra, sustainability is central to our operations. We focus on enhancing energy efficiency, managing water and waste responsibly, and fostering inclusive community development, including support for Indigenous communities. Our ESG goals, aligned with material business and stakeholder priorities, are guided by clear FY22–26 targets based on an FY21 baseline.

We closely track progress through well-defined metrics and ensure transparent reporting. Our initiatives span environmental and social dimensions, reflecting our commitment to sustainable, responsible growth. This section highlights our key focus areas, performance metrics, and nature-related initiatives

TNFD core global disclosure indicators and metrics for nature-related dependencies and impacts

	Driver	Indicator	Metric	Current Values in FY2025
	Climate change	GHG emissions	Refer to ISSB's IFRS-S2 Climate related Disclosures Standard	Scope 1: 12,435 MtCO2e Scope 2: 76,735 MtCO2e
C1.0	Land-use change	Spatial footprint	Total spatial footprint	515.62 acres
C1.1		Land-use Change	Extent of land / freshwater / ocean ecosystem that is sustainably managed by: Type of business activity	Investing in Green Buildings: 97.09 acres
C2.1	Pollution/ pollution removal	Wastewater	Volume of water discharged (litres) spilt into:	All our owned facilities are operating as 'Zero Liquid Discharge' facilities.
			- Total	133.4 Mn litres
			- Freshwater	0
A2.0		Wastewater treated, reused, recycled or avoided	Volume of wastewater treated, reused or recycled through STPs	332 Mn litres
			Reduction in volume of wastewater relative to baseline 2016 because of technological or process changes	0.21 Mn m^3
C2.2		Waste generation and disposal	Weight of hazardous and non-hazardous waste generated by type, referring to sector-specific guidance for types of waste.	Hazardous waste: 228.7 Mt Non-hazardous waste: 386.7 Mt
			Weight of hazardous and non-hazardous waste disposed of, split into: - Waste incinerated (with and without energy recovery)	0
			- Waste sent to landfill and - Other disposal methods	7.90 Mt

	Driver	Indicator	Metric	Current Values in FY2025
			Weight of hazardous and non-hazardous waste diverted from landfill, split into waste: • Reused; • Recycled; and • Other recovery operations.	100% Solid hazardous waste was responsibly recycled
C2.4		Non-GHG air pollution	Non-GHG air pollutants by type: • Particulate matter (PM): • Nitrogen oxides (NO2, NO and NO3): • Sulphur oxides (SO2, SO, SO3, SOX);	0.16 Mt 0.71 Mt 0.33 Mt
C3.0	Resource use/ replenishment	Water withdrawal & consumption from areas of water scarcity, including water source identity.	- Groundwater: - Third-party water: - Total water withdrawal: - Total water consumption:	252.4 Mn litres 313.4 Mn litres 565.7 Mn litres 536.4 Mn litres
A3.0		Water consumption & withdrawal	Total volume of water - Withdrawal: - consumption:	740.5 Mn litres 607.1 Mn litres
A3.1		Water replenished	Volume of water replenished through rainwater harvesting plants	44.47 Mn litres
A3.2		Water (total, freshwater, other)	Total volume of water reduced, reused or recycled.	332 Mn litres
A3.3		Water loss mitigated	Volume of water loss mitigated due to phased deployment of water sensors	25% Reduction in water wastage

Table: TNFD core global disclosure indicators and metrics for nature-related risks and opportunities

	Driver	Indicator	Metric	Current Status in FY2025
C7.0	Risk	Transition risks	Exposure to ecosystem and biodiversity related regulatory tightening, stakeholder expectations and operational reputational sensitivities	Higher pressure on biodiversity: Kochi, Kolkata, Ahmedabad, Gandhinagar, Vijayawada, Visakhapatnam, and Coimbatore
C7.1		Physical risks	Exposure to high basin physical risk across sites (measured through water availability, drought, flooding, water quality, ecosystem services)	Very high drought and water availability risk- Noida, Chandigarh, Chennai, Gurugram, Hyderabad, Ahmedabad, and Bengaluru recorded (scores ~4.5–5); notable flooding and ecosystem services

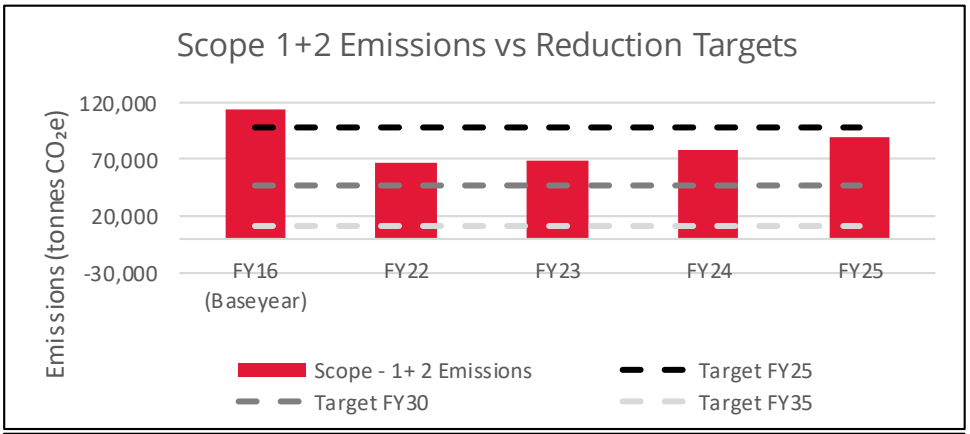
				risk - sites in coastal Andhra Pradesh and West Bengal
C7.2		Significant fine & penalties	No specific penalties	
C8.0	Opportunity	Related investment	Initial Investment (CAPEX) Annual Operating Cost (OPEX) Present Value of Total Cost, Estimated Annual Water Cost Savings, Estimated Annual Energy Cost Savings, Water Savings Volume, Total Estimated Financial Impact	Smart Water Grids **10–20%** Water Recycling, Reuse & Recharge **65–75%** Environment Management Costs **1–5%** Water-neutral Data Centres **8–15%** **Total –** around USD 1.71 million
C8.1		Related revenue	Net Savings (USD)	Smart Water Grids **10–20%** Water Recycling, Reuse & Recharge **65–75%** Environment Management Costs **1–5%** Water-neutral Data Centres **8–15%** **Total –** around USD 1.71 million

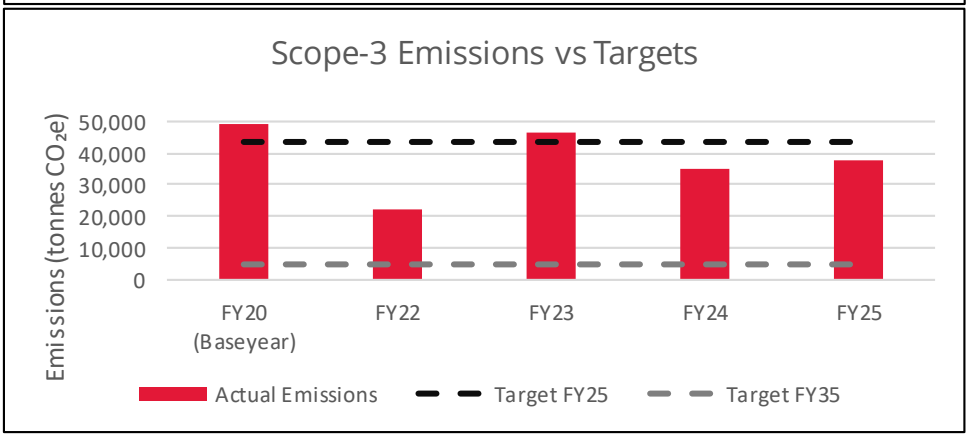
Performance And Targets of Different Issues

GHG Emissions Management

Target -

- Reduce Scope 1 & 2 emissions by 58.8% by FY2030 (base year: FY2016)
- Reduce Scope 1, 2 & 3 emissions by 90% by FY2035 (Scope 3 base year: FY2020)
- Achieve net-zero emissions across the value chain by FY2035.

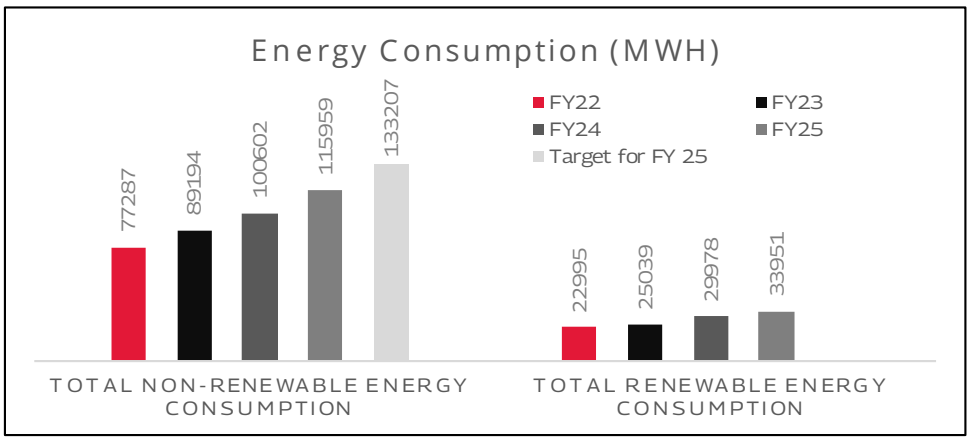




Energy Management

Targets-

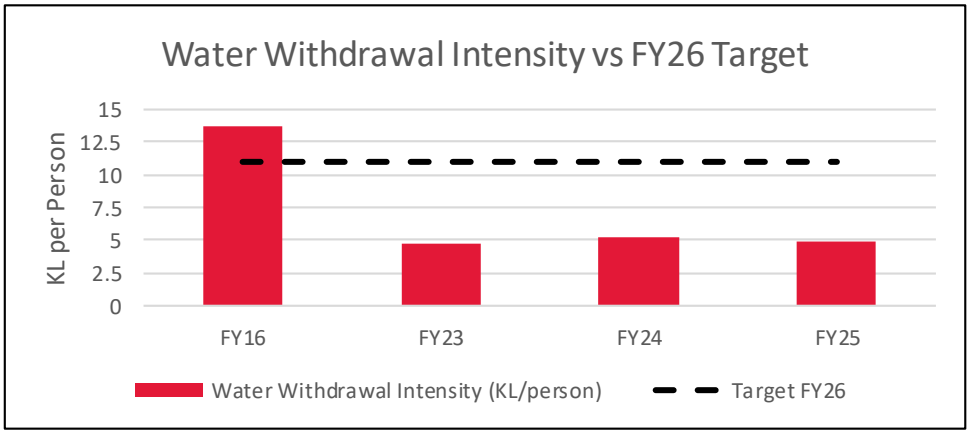
- Increase Renewable Energy Sourcing to 90% by 2030 (baseline FY 2016; target set FY 2021)
- Reduce total energy consumption by 20% from the FY 2021 baseline



Water Management

Targets –

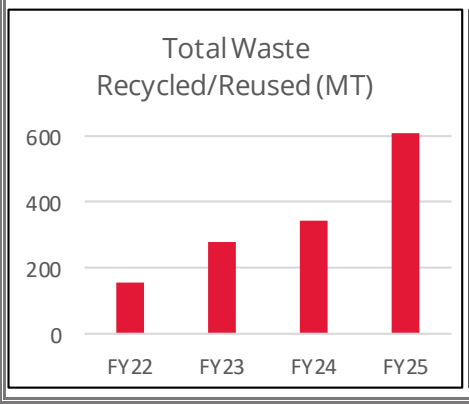
- Become water positive by 2030
- Reduce water withdrawal intensity by 20% by 2026, from a baseline 2016 of 13.73 kL per person

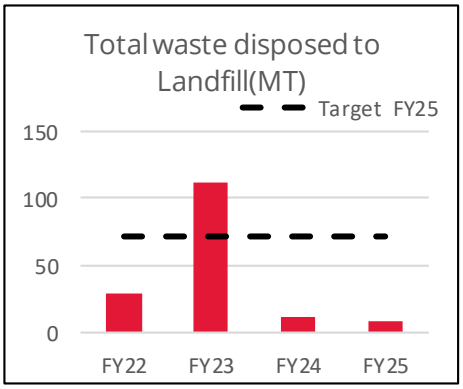


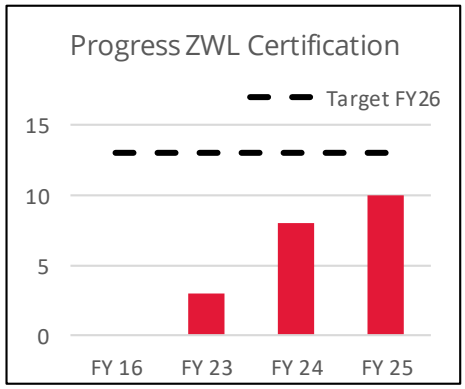
Waste Management

Targets-

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



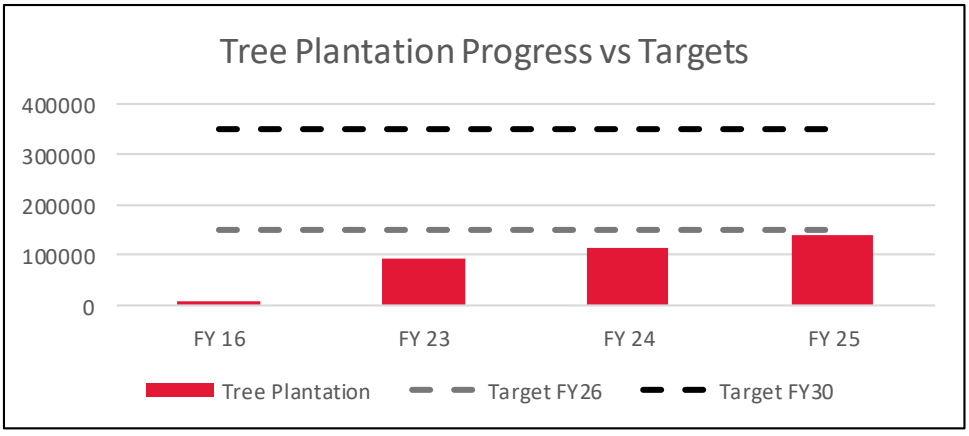




Biodiversity Management

Targets –

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



Conclusion

This report reflects Tech Mahindra's strong commitment to environmental stewardship. By applying the TNFD framework, we have carefully examined our relationship with nature and the ways in which we impact it. This understanding helps us manage risks and plan better.

We understand that, while our technology activities have minimal direct impact on nature, we still depend on it for our business to function effectively. This report marks an important step in our journey toward becoming a company that supports and restores nature, rather than depleting it.

We believe that sustainable business growth comes from working with nature, not against it. We are leveraging our technologies, including AI, to help both ourselves and our customers operate more sustainably. We also acknowledge that environmental challenges are interconnected and cannot be addressed by focusing on climate change alone.

We will continue to deepen our understanding of the links between our business and the natural world. We will set clear, measurable goals and collaborate with our customers and partners to drive meaningful change. We are committed to continuing this journey and contributing to a better, more sustainable future for all.

Appendix

TNFD Content Index

TNFD's Recommended Disclosure	Page No
Pillar: - Governance	
A. Describe the board's oversight of nature-related dependencies, impacts, risks & opportunities.	9
B. Describe management's role in assessing and managing nature-related dependencies, impacts, risks and opportunities.	10
C. Describe the organization's human rights policies and engagement activities, and oversight by the board and management, with respect to Indigenous Peoples, Local Communities, affected and other stakeholders, in the organization's assessment of, and response to, nature-related dependencies, impacts, risks and opportunities.	10, 11
Pillar: Strategy	
A. Describe the nature-related dependencies, impacts, risks and opportunities the organization has identified over the short, medium and long term.	15-22
B. Describe the effect nature-related dependencies, impacts, risks and opportunities have had on the organization's business model, value chain, strategy and financial planning, as well as any transition plans or analysis in place.	17-22
C. Describe the resilience of the organization's strategy to nature-related risks and opportunities, taking into consideration different scenarios.	23
D. Disclose the locations of assets and/or activities in the organization's direct operations and, where possible, upstream and downstream value chain(s) that meet the criteria for priority locations.	24-25
Pillar: Risk Management	
A (i). Describe the organization's processes for identifying, assessing and prioritizing nature-related dependencies, impacts, risks and opportunities in its direct operations.	27
A (ii). Describe the organization's processes for identifying, assessing and prioritizing nature-related dependencies, impacts, risks and opportunities in its upstream and downstream value chain(s).	27
B. Describe the organization's processes for managing nature-related dependencies, impacts, risks and opportunities.	28
C. Describe how processes for identifying, assessing, prioritizing and monitoring nature-related risks are integrated into and inform the organization's overall risk management processes.	28-29
Pillar: Metrics and Targets	
A. Disclose the metrics used by the organization to assess and manage material nature-related risks and opportunities in line with its strategy and risk management process.	31-35
B. Disclose the metrics used by the organization to assess and manage dependencies and impacts on nature.	31-35
C. Describe the targets and goals used by the organization to manage nature-related dependencies, impacts, risks and opportunities and its performance against these.	31-35

Appendix I

	Physical Risk								
	Provisioning Services	Regulating & Supporting Services		Regulating Services				Pressures on Biodiversity	
Site Name	Water Availability	Water Condition	Air Condition	Landslides	Wildfire Hazard	Extreme Heat	Tropical Cyclones	Land, Freshwater and Sea Use Change	Pollution
Ahmedabad, India	3.3	3	4.5	2.5	3	4.5	3	2.25	3.17
Bedminster, USA	1.9	2.25	3	2.5	3	4	3.5	1.5	2.42
Bengaluru, India	3.1	2.25	4	2.5	3.5	3.5	3	2.5	3
Bhubaneswar, India	2.7	2.5	4.5	2.5	3	4.5	4	2	3.17
Brisbane, Australia	2.3	3	3	2.5	3	4	3.5	1.75	2.33
Bucharest, Romania	2	2	3.5	2.5	3.5	3.5	2	2.25	2.67
Budapest, Hungary	1.6	2.75	3.5	2.5	2.5	3	2	2.25	2.92
Cebu, Philippines	2	2.25	2.5	3.5	3	3	4	1	2.42
Chandigarh, India	3.4	2.25	4.5	2.5	4	4.5	2.5	2	3.17
Chennai, India	3.4	2.25	4	2.5	3	4.5	3.5	2.5	3
Dalian, China	2.9	2	4	2.5	3	3.5	3.5	1.75	3.08
Fargo, USA	1.9	2.5	2.5	2	3	4	2.5	1.75	2.25
Fremont, USA	2.9	2.25	2.5	4	4	3	2.5	1.75	2.25
Gandhinagar, India	3.3	3	4.5	2.5	3	4.5	3	2.25	3.17
Gurugram, India	3.4	2.25	4.5	2.5	2.5	4.5	2.5	2.25	3.17
Hyderabad, India	2.6	2.25	4	2.5	3	4	3	2.75	3
Kochi, India	3	2.25	4	2.5	3	4	3	1.75	3
Kolkata, India	1.9	3.5	4.5	2.5	3	4.5	3.5	2	3.17

Kuala Lumpur, Malaysia	1.5	2.25	4	3.5	2.5	3.5	2.5	1.5	2.92
Leipzig, Germany	2.1	2	3	2.5	3	3	2	2	2.42
Manila, Philippines	2	2.5	3.5	3.5	3	3.5	4	1.75	2.75
Melbourne, Australia	2.2	2	2.5	2.5	3	3	2.5	2	2
Mexico City, Mexico	3.3	2.5	3.5	2.5	3.5	2.5	4	1.75	2.75
Moncton, Canada	1.5	1.5	2.5	2.5	2.5	3	3.5	1	2.08
Mumbai, India	2.5	2.25	4	4	3.5	4.5	3.5	1.25	3
Munich, Germany	1.5	2	3.5	2.5	2	3	2	1.75	2.92
Nagpur, India	2.9	2	4.5	2.5	3	4.5	2.5	2.5	3.17
Noida, India	3.4	3	4.5	2	3	4.5	2.5	2.5	3.17
Paris, France	2.6	2.5	3.5	2.5	2.5	3	2	2	2.92
Plano, USA	2	2.25	3	2	3	4	3	2	2.42
Pune, India	2.3	2.25	4.5	3.5	3.5	4	3	2	3.17
Shanghai, China	2.2	3	4	2.5	3	4.5	4	2.25	3.08
Shenzhen, China	2	2.75	4	3.5	3	4	4	1.75	3.08
Singapore	2.1	2.25	4	2.5	3	3.5	2.5	1.5	2.92
Sydney, Australia	2.1	2.25	3.5	2.5	3.5	3	2.5	1.25	2.5
Toulouse, France	2	2.25	3	2.5	3	3.5	2	2	2.58
Vizag, India	2.8	2.25	4	2.5	3.5	4.5	3.5	2.25	3

Appendix II

	Reputational Risk			
	Environmental Factors			Socioeconomic Factors
Site Name	Protected/ Conserved Areas	Key Biodiversity Areas	Ecosystem Condition	Indigenous Peoples; Local Communities Lands and Territories
Ahmedabad, India	1	1.5	1.5	2
Bedminster, USA	1.5	1.5	1.88	2
Bengaluru, India	1	2	1.38	2
Bhubaneswar, India	2	2.5	1.88	2
Brisbane, Australia	1.5	2	1.75	2
Bucharest, Romania	1.5	1	1.5	2
Budapest, Hungary	2	2	1.38	2
Cebu, Philippines	2	2.5	2.25	2
Chandigarh, India	1	1	1.5	2
Chennai, India	1	1.5	1.38	2
Dalian, China	1	2	1.75	2
Fargo, USA	1.5	1.5	1.38	2
Fremont, USA	2	1.5	1.5	2
Gandhinagar, India	1	1.5	1.5	2
Gurugram, India	1	1.5	1.12	2
Hyderabad, India	1	1	1.25	2
Kochi, India	1	1	1.62	2
Kolkata, India	1	1	1.38	2
Kuala Lumpur, Malaysia	2.5	2.5	1.88	2

Leipzig, Germany	2	1	1.75	2
Manila, Philippines	2.5	2	1.75	2
Melbourne, Australia	2.5	1.5	1.75	2
Mexico City, Mexico	2	2	2	2
Moncton, Canada	1.5	1.5	2.38	2
Mumbai, India	1	2	2.12	2
Munich, Germany	2	1.5	1.75	2
Nagpur, India	1	1.5	1.38	2
Noida, India	1	2	1.12	2
Paris, France	1.5	1	1.12	2
Plano, USA	1.5	1	1.38	2
Pune, India	1	2	1.38	2
Shanghai, China	1	1	1.5	2
Shenzhen, China	2	2.5	1.5	2
Singapore, Singapore	1.5	2	1.88	2
Sydney, Australia	2.5	2	2.12	2
Toulouse, France	1.5	1	1.62	2
Vizag, India	1	1	1.62	2

Thank You

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