

23<sup>rd</sup> June, 2025

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

National Stock Exchange of India Limited  
Exchange Plaza, 5<sup>th</sup> floor,  
Plot No. - C/1, G Block,  
Bandra-Kurla Complex, Bandra (East),  
Mumbai - 400 051  
NSE Symbol : TECHM

**Subject: Business Responsibility and Sustainability Report for the financial year 2024-25 - Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 ("SEBI Listing Regulations").**

Dear Sir/Madam,

In compliance with Regulation 34(2)(f) of the SEBI Listing Regulations, please find enclosed herewith the Business Responsibility and Sustainability Report ("BRSR") of the Company for the financial year 2024-25 along with the External Assurance Report on BRSR Core, which also forms part of the Integrated Annual Report for the financial year 2024-25.

This intimation is also available on the website of the Company at [www.techmahindra.com](http://www.techmahindra.com)

You are requested to kindly take note of the same.

Thanking you,

**For Tech Mahindra Limited**

**Ruchie Khanna**  
Company Secretary

*Enclosure : As above*



# 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 2024-25 (01 <sup>st</sup> April 2024 - 31 <sup>st</sup> March 2025)
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 (₹)	4,895 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 Designation: Chief Sustainability Officer Chief Sustainability Officer Phone: +91-9810314114, E-mail id: sandeepch@techmahindra.com; CorporateSustainability@techmahindra.com
13	Reporting boundary	Consolidated*
14	Name of assessment or assurance provider	DNV Business Assurance India Private Limited ("DNV").
15	Type of assessment or assurance obtained	BRSR core indicators - Reasonable Assurance Select BRSR indicators - Limited Assurance Please refer to pages 81 to 84 and 353 to 356 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
1	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	85.9
2	Business Process Services and Operations	82200	14.1

### III. Operations

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

Location	Number of offices
National	71
International	223

#### 19. Markets served by the entity:

##### a. Number of locations- Tech Mahindra + Portfolio companies

Location	Number of offices
National	11
International	84

##### 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 93.3%

##### 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) 9-15 for more details.

### IV Employees

#### 20. Details as of 31<sup>st</sup> March 2025:

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

Particulars	Employees (including differently abled)*								
	Total (A)	Male No. (B)	% (B/A)	Female No. (C)	% (C/A)	Neutral No. (F)	% (F/A)	Undeclared No. (G)	% (G/A)
Permanent (D)	131,444	86,535	65.83	44,902	34.16	4	0.00	3	0.00
Other than Permanent (E)**	7827	4,719	60.29	3,098	39.58	9	0.11	1	0.01
<b>Total employees (D + E)</b>	<b>139,271</b>	<b>91,254</b>	<b>65.52</b>	<b>48,000</b>	<b>34.47</b>	<b>13</b>	<b>0.01</b>	<b>4</b>	<b>0.00</b>

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

\*\* 'Other than permanent employees include contractors

##### b. Differently abled Employees\*\*\*

Declaring disability status is entirely voluntary for employees. The number of differently abled employees shown here includes only those who have opted to declare their disability. Consequently, this data represents a subset of the total differently abled employees working with the Company as of March 31, 2025.

Particulars	Total	Male		Female	
	(A)	No. (B)	% (B/A)	No. (C)	% (C/A)
Permanent (D)	347	278	80.12	69	19.88
Other than Permanent (E)	12	9	75	3	25
<b>Total differently- abled employees (D + E)</b>	<b>359</b>	<b>287</b>	<b>79.94</b>	<b>72</b>	<b>20.06</b>

\*\*\*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 2024-25				FY 2023-24				FY 2022-23			
	Male	Female	Other	Total	Male	Female	Other	Total	Male	Female	Other	Total
Permanent Employees%*	12.3	10.8	0	11.8	10.1	9.6	0	10	15	14.4	0	14.8

\*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 31<sup>st</sup> March 2025 have participated in the BRSR initiatives.

Please refer to Annexure I on page(s) 655 to 662 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 ₹): 446,172 Mn

(iii) Net worth (in ₹): 221,397 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 2024-25			FY 2023-24		
		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)	Yes	0	0	NA	0	0	NA
Shareholders	<a href="https://insights.techmahindra.com/investors/WhistleBlower_Policy.pdf">https://insights.techmahindra.com/investors/WhistleBlower_Policy.pdf</a>	0	0	NA	0	0	NA
Employees		85	1	*	83	3	Closed
Customers		2	0	NA	2	0	NA
Value Chain Partners		12	0	NA	4	0	NA
Social media connects		0	0	NA	1	0	NA

\*Will be closed within mandatory timelines

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

S 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 implications)
1	<b>Cyber Security &amp; Data Privacy</b>	Risk & Opportunity	<ul style="list-style-type: none"> <li>Global cyber security is a rising risk with increasing data breaches. As a global IT service provider, the company handles sensitive client data and a cyberattack or data breach could severely damage trust, lead to regulatory penalties and result in financial loss.</li> <li>Similarly, the increasing importance of data protection provides the Company with an opportunity to differentiate itself by offering secure, compliant and resilient digital services to its client-enhancing brand value and competitiveness in market</li> </ul>	<ul style="list-style-type: none"> <li>Robust Information security processes supported by data privacy and protection policy for cybersecurity, information security and data privacy</li> <li>Regular audits and testing</li> <li>Data encryption, multi-factor authentication and zero-trust architecture for data access and transmission</li> <li>Incident response plans to contain and mitigate the impact of any breach swiftly.</li> </ul>	<p><b>Positive:</b> Investments in security reduces incidents and attracts privacy-conscious customers thereby supporting revenue growth and long-term client loyalty.</p> <p><b>Negative:</b> Potential losses from breaches and legal fines</p>
2	<b>Ethics &amp; Compliance</b>	Risk & Opportunity	<ul style="list-style-type: none"> <li>Non-compliance with ethical standards or regulatory requirements can exposure company to legal penalties, reputation damage and operational disruptions eroding business continuity</li> <li>By fostering a culture of ethical behaviour, the Company builds trust with its stakeholders and protects its brand from potential legal issues. Its commitment to compliance not only mitigates legal and operational risks but also enhances financial performance by avoiding fines and attracting investor confidence.</li> </ul>	<ul style="list-style-type: none"> <li>Robust Code of Conduct enforced across all levels of the organization</li> <li>Mandatory training programs on ethics, anti-bribery and compliance regulations.</li> <li>Whistle blower mechanisms to detect and address violations early</li> <li>Global leadership in ethics and compliance yielding improved legal adherence reduced risk of fines and legal expenses and a tangible positive impact on financial resilience.</li> </ul>	<p><b>Positive:</b> Avoidance of fines, improved bottom line and enhanced brand reputation leading to increased investor and customer loyalty which in turn boosts sales and market value.</p> <p><b>Negative:</b> Failure to manage ethics and compliance risks can lead to regulatory fines, loss of business licenses, and increased cost of capital</p>
3	<b>Climate Change</b>	Risk & Opportunity	<ul style="list-style-type: none"> <li>Climate change can pose both physical and transition risks to the business by disrupting customer behaviour, operations, and the supply chain.</li> <li>It also offers opportunities to develop and deliver green IT solutions that help clients meet their sustainability goals, creating new revenue streams and positioning the company as a leader in sustainable technology.</li> </ul>	<ul style="list-style-type: none"> <li>Investment in carbon offset projects and renewable energy, as well as aiding customers in achieving sustainability goals.</li> <li>Ensures resilience by securing both physical and technological infrastructure.</li> </ul>	<p><b>Positive:</b> Investing in sustainable technology and renewable energy creates significant new business opportunities.</p> <p><b>Negative:</b> Increased costs due to compliance measures like carbon taxes, and climate-related losses.</p>



S 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 implications)
4	Human Rights	Risk & Opportunity	<ul style="list-style-type: none"> <li>The Company operates in regions with varying labour standards, and any violation of human rights within its operations or supply chain can lead to legal liabilities, loss of reputation and stakeholder backlash.</li> <li>Similarly, by embedding human rights such as non-discrimination, fair wages, safe working conditions and freedom of expression into its people practice, the Company strengthens its employee value proposition, attracts diverse talents in competitive markets, improves retention and enhances workforce productivity.</li> </ul>	<ul style="list-style-type: none"> <li>Laid down comprehensive policies on Human Rights, CEBC, POSH, and Anticorruption to ensure legal compliance.</li> <li>Provides training and awareness programs to ensure that its employees understand and can implement these policies effectively.</li> <li>Conducts human rights assessments to identify potential human rights risks and opportunities.</li> <li>Integration of human rights due diligence into procurement and onboarding process.</li> <li>Stakeholder engagement to understand the concerns and expectations regarding human rights, and to ensure that the Company practices align with their values and standards.</li> </ul>	<p><b>Positive:</b> Respecting human rights enhances brand reputation, employee engagement, and consumer trust</p> <p><b>Negative:</b> Increased legal costs, and loss of investor confidence if violations occur.</p>
5	Stakeholders Relationships	Opportunity	<ul style="list-style-type: none"> <li>Strong stakeholder engagement help the Company identify emerging trends, co-create innovative solutions and address issues proactively - reducing risks and driving business growth.</li> <li>Meaningful dialogue with stakeholders such as investors, customers, suppliers, employees, and local communities leads to higher satisfaction, trust, and long-term resilience supporting the Company's sustainability goals and market leadership.</li> </ul>	-----	<p><b>Positive:</b> Builds resilience, fosters long-term support from communities and investors, and improves access to capital and licenses to operate.</p>

For further details on the Company's key material issues, please refer to the "Double Materiality Assessment" section on page(s) 40 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
c. Web Link of the Policies, if available	P1: CEBC, WB, ACAB, 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, ACAB P8: CEBC, CSR P9: CEBC, ACAB, Data Privacy and Protection <a href="#">Code of Ethical Business Conduct (CEBC)</a> <a href="#">Whistleblower Policy (WB)</a> <a href="#">Anti-Corruption and Anti-Bribery policy (ACAB)</a> <a href="#">Corporate Tax Policy</a> <a href="#">Green Procurement Policy</a> <a href="#">Sustainable Supply Chain Management Policy (SSCM)</a> <a href="#">Supplier Code of Conduct (Supplier CoC)</a> <a href="#">Health Safety and Environment Policy (HSE)</a> <a href="#">Fair Disclosure Policy</a> <a href="#">Human Rights Policy (HR)</a> <a href="#">Policy on Prevention of Sexual Harassment (POSH)</a> <a href="#">Environment Policy</a> <a href="#">Climate Change Policy</a> <a href="#">Biodiversity Policy</a> <a href="#">Waste Management Policy</a> <a href="#">Water Management Policy</a> <a href="#">CSR Policy</a> <a href="https://www.techmahindra.com/about-us/sustainability/">https://www.techmahindra.com/about-us/sustainability/</a> <a href="https://techmahindrafoundation.org/">https://techmahindrafoundation.org/</a> 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.								



Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
<b>2. Whether the entity has translated the policy into procedures.</b>	Y	Y	Y	Y	Y	Y	Y	Y	Y
<b>3. Do the enlisted policies extend to your value chain partners?</b>	Y	Y	Y	Y	Y	Y	Y	Y	Y
<b>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.</b>	Y	Y	Y	Y	Y	Y	Y	Y	Y
	<p>P1: SEBI (LODR) Regulations, 2015, Companies Act, 2013, NGRBC 2018, GRI Standards 2021, UNGC Principles, UN SDGs</p> <p>P2: ISO 9001:2015, ISO 27001:2022 (with ISO 27017: 2015 and ISO 27018: 2019- cloud services), ISO 22301:2019, ISO 27701:2019</p> <p>P3: ISO 45001:2018, GRI Standards 2021</p> <p>P4: ISO 9001:2015, GRI Standards 2021, SASB</p> <p>P5: NGRBC, UNGPs, UNGC Principles, GRI Standards 2021, UDHR, UN SDGs, EU directives, ILO, Companies Act, 2013, SEBI (LODR) Regulations, 2015</p> <p>P6: ISO 14001: 2015, ISO 45001:2018, LEED/IGBC Green building certification, ISO 9001:2015, ISO: 22301:2019, GRI Standard 2021, TCFD, CDP</p> <p>P7: GRI Standards 2021, UNGC Principles, ISO 9001:2015</p> <p>P8: GRI Standards 2021, UNGC, ISO 9001:2015, UN SDGs, Section 135 of Companies Act, 2013</p> <p>P9: GRI Standards 2021, UNGC, ISO 9001:2015, ISO 27001:2022 (with ISO 27017: 2015 and ISO 27018: 2019- cloud services), ISO 27701:2019</p>								
<b>5. Specific commitments, goals and targets set by the entity with defined timelines, if any.</b>	<p>The Company is committed to a 5-year ESG Roadmap (<a href="https://www.techmahindra.com/about-us/sustainability/sustainability-resource-center/">https://www.techmahindra.com/about-us/sustainability/sustainability-resource-center/</a>) across all aspects of ESG. It has also set long-term targets that lead it on a decarbonisation pathway, ensuring the Company becomes net zero by 2035. The said plan is published on the website of the Company and can be accessed from the link. <a href="https://insights.techmahindra.com/investors/tml-net-zero-transition-plan.pdf">https://insights.techmahindra.com/investors/tml-net-zero-transition-plan.pdf</a></p>								
<b>6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.</b>	<p>The Company has taken 5-year targets on all material aspects of Sustainability (<a href="https://www.techmahindra.com/about-us/sustainability/sustainability-resource-center/">https://www.techmahindra.com/about-us/sustainability/sustainability-resource-center/</a>), and it ensures that these are implemented, monitored, and achieved in the planned time frames.</p> <p>Please refer to page(s) 85 for the details on the Company's performance against targets.</p>								

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
<b>Governance, leadership and oversight</b>									
<b>7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements.</b>	<p>Environmental, Social, and Governance (ESG) considerations are integral to our business strategy and operations. While meeting our ESG commitments requires thoughtful investment and innovative solutions, we remain focused on mitigating our environmental impact, ensuring stakeholder well-being, and implementing robust governance frameworks.</p> <p>We have taken ambitious yet achievable environmental targets, committed to fostering a more inclusive and supportive workplace, and are dedicated to ensuring enhanced transparency and accountability in compliance with evolving regulatory landscapes. Our commitment to creating a sustainable, inclusive, and ethical organization remains unwavering.</p> <p><b>Mohit Joshi, Managing Director &amp; CEO</b></p>								
<b>8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies)</b>	Sandeep Chandna, Chief Sustainability Officer, In coordination with the Board								
<b>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</b>	Yes, the Corporate Social Responsibility Committee and the Risk Management Committee of the Board monitor, assess and review sustainability-related issues every quarter.								

**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
<b>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.</b>	Y	Y	Y	Y	Y	Y	Y	Y	Y
<ul style="list-style-type: none"> <li>Reasonable assurance BRSR Core- DNV Business Assurance India Private Limited ("DNV").</li> <li>Limited assurance ESG data- DNV Business Assurance India Private Limited ("DNV")</li> <li>Human Rights- TUV-Nord</li> <li>Zero Waste to Landfill- Eurofins</li> <li>ISMS - ISO 27001:2022, QMS - ISO 9001:2015 - TUV Nord</li> <li>EMS - ISO 14001:2015, OH&amp;S Management Systems - ISO 45001:2018 - BSI</li> </ul>									

**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):

Monetary				
NGRBC Principle	Name of the regulatory agency	Amount in INR	Brief of the case	Has an appeal been preferred
Principle 1	Department of Goods and Services tax, Finance Ministry	1,189,700	Penalty has been levied under section 73 on account of GST liability for ITC mismatch and others	Yes. Amnesty scheme has been opted where penalty amount is being waived off
Principle 1	Department of Goods and Services tax, Finance Ministry	231,041,493	Penalty has been levied under section 73/74 in various states for issues of ITC mismatch, non-submission of SEZ endorsement, non-receipt of export collection and other issues	Yes
Principle 1	Department of Goods and Services tax, Finance Ministry	2,023,675	Penalty has been levied under section 73 by GST Department for DGGI for Non-payment of RCM, ITC Mismatch and Non -submission of SEZ endorsements	No
Non-Monetary				
Imprisonment	--	NA	NA	NA
Punishment	--	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, non-submission of SEZ endorsement, non-receipt of export collection 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. <https://insights.techmahindra.com/investors/anti-corruption-and-anti-bribery-policy.pdf>

The Company has a policy on Anti-Corruption and Anti-Bribery, that details the Company's zero-tolerance approach to bribery and corruption. This policy applies to all Company's employees and subsidiary companies. The Company is committed to conducting all business dealings and relationships professionally, fairly and with integrity, regardless of location. It also ensures the implementation and enforcement of an effective system to prevent and counter bribery.

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 2024-25 or FY 2023-24

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 2024-25 or FY 2023-24.

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 2024-25	FY 2023-24
Number of days of accounts payable	56	47

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:

	FY 2024-25	FY 2023-24
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



		FY 2024-25	FY 2023-24
6	Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	Nil	Nil
7	<b>Share of RPTs (as respective %age) in -</b>		
i	Purchases	87.11	85.37
ii	Sales	10.21	9.14
iii	Loans & advances	Nil	Nil
iv	Investments	97.78	96

\*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"> <li>• Governance standards</li> <li>• Environmental stewardship</li> <li>• Becoming net zero</li> <li>• Financial savings and viability</li> <li>• Social and ethical responsibility</li> <li>• Labor practices</li> <li>• Human Rights</li> <li>• Health and Safety</li> <li>• Sustainable value chain</li> <li>• ESG data reporting</li> </ul>	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 testimony of its commitment to adhere to the standards of loyalty, honesty, and integrity and to avoid any conflicts of interest. The policies and procedures under this code require that the Directors of the Company shall avoid any activity or association that creates or appears to create a conflict between the personal interests of the Directors and the business interests of the Company.

The Company follows the following process diligently-

1. Take disclosures of all the entities that the Board of Directors are interested at the beginning of the year.
2. Directors to disclose their interest in case of any transaction that comes up for discussion.
3. Non-participation of interested directors in the discussion or approval.
4. Only independent Directors to approve Related Party Transactions.

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

**Essential Indicators**

- 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.**

	<b>FY 2024-25</b>	<b>FY 2023-24</b>	<b>Details of improvements in environmental and social impacts</b>
R&D	30%	30%	R&D spend on products or services whose design has incorporated environmental & social concerns
CAPEX	2.55%	1.57%	Capital investments in infrastructure, energy and water efficiency and other environmental impact initiatives.

- Does the entity have procedures in place for sustainable sourcing?**

Yes

- 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) 205-209

- 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 makes reasonable efforts to keep track of all the products used and has implemented a robust waste management system of collection, segregation, storage, and disposal. The Company has established processes for managing both hazardous and non-hazardous waste ensuring that all waste generated from its activities is reused, repurposed, or recycled through authorized recyclers and vendors. Additionally, wastewater is treated through in-house treatment plants and reused for internal operations.

Please refer for more details on page(s) 113-115 and [Waste Management Policy](#).

- 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?**

Sr. 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 web-link.
1.	62099	IT consulting, Software application development and maintenance.	85.9	Use stage-Performance tracking of use stage comparison of laptop and desktop has been conducted for a service life cycle; strategy development, service design, transition, operation, and continual service improvement for one of the Company's global clients' services. The assessment also includes printing devices and switches	No	No	No

**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
Service -XX*	The usage of desktops resulted in emissions	Reduce the usage of desktop systems against laptop systems to be adopted

\*Project is confidential.

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

Indicate Input material	Recycled or reused material to total material	
	FY 2024-25	FY 2023-24
Paper	100%	100%
Electronic Equipment & Hardware	9%	8.5%

**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. a. Details of measures for the well-being of employees:**

Category	Total (A)	% of employees covered by									
		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)
<b>Permanent employees</b>											
Male	86,535	85,037	98.27	83,396	96.37	-	-	85,037	98.27	55,045	63.61
Female	44,902	43,702	97.33	42,971	95.70	43,702	97.33	-	-	27,981	62.32
Other	7	7	100.00	6	85.71	0	0.00	7	100.00	2	28.57
<b>Total</b>	<b>1,31,444</b>	<b>1,28,746</b>	<b>97.95</b>	<b>1,26,373</b>	<b>96.14</b>	<b>43,702</b>	<b>33.25</b>	<b>85,044</b>	<b>64.70</b>	<b>83,028</b>	<b>63.17</b>
<b>Other than permanent employees</b>											
Male	4719	2563	54.31	2254	47.76	-	-	2563	54.31	2548	53.99
Female	3098	2342	75.60	2069	66.79	2342	75.60	-	-	1937	62.52
Other	10	9	90.00	9	90.00	0	0.00	9	90.00	0	0.00
<b>Total</b>	<b>7827</b>	<b>4914</b>	<b>62.78</b>	<b>4332</b>	<b>55.35</b>	<b>2342</b>	<b>29.92</b>	<b>2572</b>	<b>32.86</b>	<b>4485</b>	<b>57.30</b>

**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 2024-25	FY 2023-24
Cost incurred on wellbeing measures as a % of total revenue	1.5%	1.2%

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

	FY 2024-25		FY 2023-24	
	No. of Employees covered as a % of total employees	Deducted and deposited with the authority	No. of Employees covered as a % of total employees	Deducted and deposited with the authority
PF*	100%	Y	100%	Y
Gratuity*	100%	NA	100%	NA
Employee State Insurance (ESI)	10.81%	Y	12.08%	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 to 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 disability. 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	99.97%	66.76%
Female	98.57%	44.35%
<b>Total</b>	<b>99.49%</b>	<b>58%</b>

\*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 (investors, employees- including permanent and on contract, customers, and suppliers/ vendors) can raise grievances or complaints with the Corporate Ombudsman by either sending an e-mail to CORPORATEOMBUDSMAN@techmahindra.com or reporting verbally on telephone no. 0120-488-4450. The complete process of raising such concerns is detailed in these policies.

For more details, refer to our Whistleblower Policy at [https://insights.techmahindra.com/investors/WhistleBlower\\_Policy.pdf](https://insights.techmahindra.com/investors/WhistleBlower_Policy.pdf) and Code of Ethical Business Conduct at <https://insights.techmahindra.com/investors/Code-Of-Ethical-Business-Conduct.pdf>

The Company also has FreeVoice, a platform for sharing observations, complaints, and suggestions, where employees can post their concerns anonymously and have them addressed and resolved by the respective stakeholders within specified timelines.

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

Freedom of association is recognized by the Company as a fundamental human right. All employees have the freedom and right to join any associations, unions, or groups in line with local government regulations. The Company recognizes the right to freedom of association through independent Trade Unions, Work Councils (WCs) or Collective Bargaining Agreements (CBAs).

As an IT organization, the company does not have employees who are member of any trade Unions in India. However, employees have readily available internal tools to share their views, opinions and ideas across managerial levels and the organization. These inputs help the organization redefine policies, strengthen people practices and enhance employee experiences. The Company complies with local rules and regulations in all countries of operations and adheres to collective bargaining agreements in geographies such arrangements are mandated by law.

	FY 2024-25			FY 2023-24		
	Total permanent employees (A)	No. of employees' part of association(s) or Union (B)	% (C=B/A)	Total employees (A)	No. of employees' part of association(s) or Union (B)	% (B/A)
<b>Total</b>	<b>1,31,444</b>	<b>800</b>	<b>0.61</b>	<b>1,19,911</b>	<b>795</b>	<b>0.66</b>
Male	86,535	592	0.68	80,696	488	0.605
Female	44,902	208	0.46	39,197	306	0.78
Neutral	7	0	0	18	1	5.6

**8. Details of training given to employees:**

Category	FY 2024-25					FY 2023-24				
	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)
<b>Employees</b>										
Male	91,254	91,254	100.00	84,533	92.63	<b>85,686</b>	85,686	100.00	78,329	91.41
Female	48,000	48,000	100.00	44,795	93.32	<b>42,445</b>	42,445	100.00	39,217	92.39
Other	17	17	100.00	8	47.06	<b>20</b>	20	100.00	18	90.00
<b>Total</b>	<b>139,271</b>	<b>139,271</b>	<b>100.00</b>	<b>129,336</b>	<b>92.87</b>	<b>128,151</b>	<b>128,151</b>	<b>100.00</b>	<b>117,564</b>	<b>91.74</b>

\* Includes awareness programs

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

100% eligible employees have received performance and career development reviews.

	FY 2024-25			FY 2023-24		
	Total (A)*	No. (B)	% (B/A)	Total (D)	No. (E)	% (E/D)
<b>Employees</b>						
Male	65,246	65,246	100	59,725	59,725	100
Female	30,257	30,257	100	25,751	25,751	100
Other	6	6	100	8	8	100
<b>Total</b>	<b>95,509</b>	<b>95,509</b>	<b>100</b>	<b>85,484</b>	<b>85,484</b>	<b>100</b>

\*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? If yes, the coverage such system?

Yes. The Company is committed to providing all its employees with safe and healthy working conditions. The Occupational Health and Safety norms laid down in the Company's well-defined internal Health, Safety & Environment Policy Manual are followed and implemented at all the Company locations. The Company's India facilities in Bengaluru and Hyderabad are certified for ISO 45001 occupational health and safety (OH&S) management system.

Please find more details on page(s) 146.



**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 implemented an HSE Incident Management process for Hazard Identification and Risk Assessment (HIRA). This process enables employees to identify and contain incidents that may cause injury to people or 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 conduct periodic physical site checks to identify and address any safety-related issues promptly. All locations are legally compliant to safety regulations and standards.

Please find more details on page(s) 147.

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

Yes. The Company has an 'Incident Management Tool' (IMT) to promote a safety culture within the Company. IMT, the online portal is designed to help employees report health or safety hazards / risks that may lead to unsafe conditions across the Company's facilities. All employees are encouraged to report any incidents to prevent their occurrence in the future.

The Company also has a Behaviour Based Safety & Health (BBS&H) programme in line with HSE policy to ensure safe and healthy working conditions for all employees

Please refer to page(s) 147 for more details

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

Yes. The Company strongly believes in the "Wellness before Business" mantra, and its focus is on ensuring the well-being and safety of employees while maintaining business continuity for clients and partner ecosystem.

The Company's ongoing partnership with a network of healthcare providers helps extend non-occupational medical benefits like Preventive health check-ups, the Employee Assistance Program for Emotional Counselling, Doctor Virtual Consultations, Doctor Visits at Office Campuses, Sick Bay rooms, Dieticians on chat, Lab tests, and Online Pharmacy with 24\*7 access to customize and attend to personalize wellness needs.

These are accessible via the internal wellness portal/app for employees & their dependents.

Additionally, special corporate wellness privileges are shared with the Local healthcare network for greater wellness penetration and support.

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

Safety Incident/Number	Category	FY 2024-25	FY 2023-24
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 providing all employees healthy and safe working conditions. Its Health and Safety Committee ensures the establishment, implementation, maintenance, and continual improvement of processes needed to eliminate hazards and minimize risks.

The Company has a Behaviour-Based Safety and Health (BBS&H) programme in line with HSE policy to ensure safe and healthy working conditions for employees and increase awareness amongst employees through training, communication, and performance measurement of identified HSE criteria.

The Company also has an HSE Incident Management process in place for Hazard Identification and Risk Assessment (HIRA). This process enables employees to identify and contain incidents that may cause injury to people or property. The assessment is followed up with documentation of risks and hazards present within the Company's environment, their causes, associated consequences and risk and hazard containment recommendations.

Please refer to page(s) 146-149 for more details

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

Zero. There were no complaints by employees concerning working conditions or Health & Safety in FY 2024-25 or FY 2023-24.

The Company has always prioritized its employees' health, safety, and well-being by establishing, implementing, maintaining, and continually improving its processes and practices to guarantee a healthy and safe working environment for all employees.

**14. Assessments for the year:**

All of the Company's offices are internally assessed on working conditions, health and safety practices. The implementation of the practices is also verified during the external audits for ISO 45001:2018 at HSE Certified locations.

	<b>% of your plants and offices that were assessed (by entity or statutory authorities or third parties)</b>
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.**

There were no safety-related incidents significant risks / concerns arising from assessments of health & safety practices and working conditions. The Company has established processes to identify, address, and prevent non-conformances through corrective actions and procedural updates. Training and awareness programs are conducted for employees, 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 compliance partners who periodically check on vendors to ensure compliance with the labour laws in every jurisdiction where it operates.

**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 upskill, reskill, grow, and leverage their skill currency so that they can manage their careers post-retirement or termination.

**5. Details on assessment of value chain partners:**

	<b>% of value chain partners (by value of business done with such partners) that were assessed</b>
Health and safety practices	85
Working Conditions	85

**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.**

Openness, transparency, and integrity are the basis of the Company's stakeholder engagement approach. The Company ensures that stakeholder engagement is a continuous process - undertaken throughout the year - and has organization-wide reach as well as impact. A robust process is followed for identifying and prioritizing the stakeholders to develop short, medium and long-term sustainable strategies. The Company recognizes the importance of trust-based relationships and ensure 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 inform strategic and operational decisions.

The management team connects with diverse stakeholders through formal and informal mechanisms. The Stakeholders' Relationship Committee maintains oversight of the overall engagement process. Stakeholder inputs are also considered into the Company's materiality assessment process, offering insights into stakeholder outlook and future risks. This process creates a framework for the business heads to identify and report on key stakeholder concerns. These inputs are critical for identifying the topics that are material to the Company's business.

Please refer to Double materiality Assessment on page(s) 40 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.**

<b>Stakeholder Group</b>	<b>Whether identified as vulnerable &amp; Marginalized Group (Yes/No)</b>	<b>Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other</b>	<b>Frequency of engagement (Annually/ Half yearly/ Quarterly/ others - please specify)</b>	<b>Purpose and scope of engagement including key topics and concerns raised during such engagement</b>
Employees	No	Employee engagement initiatives such as All Hands Meets, PrimeTime, internal interactive platform SPARK, Town halls, roadshows, Email Communications, Audio- video conference calls, one-on-one calls, etc	Need-based/ Ongoing	Improving diversity and inclusion, training & development, recognition programs, wellness & safety, knowledge refreshment sessions
Customers	No	Customer leadership meets, Email Communications, Town halls, Surveys, RFP responses, Customer visits, Audio-video conference calls, Webinars etc.	Need-based/ Ongoing	Foster long-term loyalty, enhance customers satisfaction, identify opportunities for offering the best services, Understanding privacy & security
Investors & Shareholders	No	Annual general meeting, Quarterly results, Email, press conferences, Investor meetings, Stock exchange intimations Conferences, Webinars, Earning calls	Need-based	Stability, Reputation, Sustainable performance, Helping investors' concerns regarding company policies, reporting, strategy, etc.
Partners & Collaborators	No	Partner Meets, Audio- video conference calls, Emails etc.	Need-based	Achieving shared objectives, Resource & Knowledge sharing, Fair business practices, Compliance & Ethics, Risk Mitigation, Long term sustainability etc.



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-video conference calls, Seminars, Events, Surveys etc	Compliance-based, need-based	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, etc.	Ongoing	Creation of Job opportunities, Internships, Knowledge sharing sessions, etc.
Local Communities	Yes	Social media, Newsletters, Bulletins, Calls, Meetings, Volunteering, etc.	Ongoing	Social Responsibility, Understanding community needs, Sustainable development, Legacy building, Local economic development, etc.
Suppliers & Vendors	No	Email Communications, Audio-video conference calls, Meetings, Supplier workshops, Webinars etc.	Ongoing	Supply chain resilience, Innovation & collaboration, Cost efficiency, Transparency, Supplier workshops on sustainability, etc.

Please refer to Stakeholder Engagement on page(s) 34-39 for more details

### 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.**

Periodic discussions of the Board and its committees with the management and the concerned departments help us identify critical stakeholder concerns and align the Company's priorities with their expectations. The Stakeholders' Relationship Committee of the Board provides guidance and oversees the mechanism for addressing grievances and complaints from stakeholders and aligning Stakeholders priorities with the Company's business strategy. The committee reviews employee, vendor, and customer satisfaction survey reports, and oversees the mechanism for addressing stakeholders' grievances. The committee also reviews the Company's environmental, health and safety obligations towards the stakeholders. The inputs that are received, influence the creation of appropriate policies and practices that govern responsible business.

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

Yes. The Company incorporates stakeholder inputs into its policies, practices, and targets. An inclusive approach through continual engagement with stakeholders helps the Company prioritize its key material issues and supports strategic and operational decision-making. Ongoing communication with stakeholders enables the identification of existing and growing material issues, highlights critical improvement areas of evolving risks, and reveals new opportunities for the organization.

**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 - As ESG and climate priorities gain momentum, the inputs, feedback, and suggestions received from customers are incorporated into decision-making, strategy development, and the development of an array of green and sustainable solutions to enable customers to address their environmental needs and commitments. The Company’s portfolio of sustainability solutions supports its customers in their journey towards compliance around climate, energy, water, resource efficiency, sustainable mobility, and waste management.

Social- The Social factors linked to human rights and equity of people practices are connected to the Company’s vision to create a purpose-led company. The Company has an impeccable record on human rights, enshrining ‘professionalism’ and ‘dignity of the individual’ as a part of its core values. Tools such as pulse polls, internal feedback platforms, and engagement surveys to understand the unique pain points of diverse groups within the organization and design better people processes and policies. The Company’s value proposition encourages employees to explore their potential, drive innovation, and achieve personal and professional fulfilment.

Governance - Governance at the Company is institutionalized through a set of core values, stringent policies, and ethical processes. The Company encourages the participation of its stakeholders and is responsive to their inputs. The governance framework ensures that consensus-oriented decisions are taken effectively and efficiently. The Company remains accountable for ensuring that all governance issues are transparently addressed and resolved in a timely manner so that the organization continues to do right by its stakeholders.

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

MIND@EASE is a comprehensive online resource of Tech Mahindra Foundation, designed to provide support, guidance, and information to individuals struggling with mental health issues and to spread awareness about mental well-being. The services on this online platform are either available free of cost or at subsidized rates. The website hosts 25+ organisations that provide support and guidance across Mental Health and Well-Being and Career and Jobs-related issues. The site houses a vast resource repository to spread awareness and along with this, the initiative also aims to work towards training, sensitisation, building student leadership and ownership.

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 2024-25			FY 2023-24		
	Total (A)	No. employees (B)	% (B/A)	Total (C)	No. employees (D)	% (D / C)
Permanent	131,444	127,797	97.23	119,911	117,133	97.68
Other than permanent	7,827	6,073	77.59	8,240	6,247	75.81
<b>Total Employees</b>	<b>139,271</b>	<b>133,870</b>	<b>96.12</b>	<b>128,151</b>	<b>123,380</b>	<b>96.28</b>



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

Category	FY 24-25				FY 23-24					
	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)
<b>Employees</b>										
<b>Permanent</b>										
<b>Total</b>	<b>131,444</b>	<b>0</b>	<b>0</b>	<b>131,444</b>	<b>100</b>	<b>119,911</b>	<b>0</b>	<b>0</b>	<b>119,911</b>	<b>100</b>
Male	86,535	0	0	86,535	100	80,696	0	0	80,696	100
Female	44,902	0	0	44,902	100	39,197	0	0	39,197	100
Other	7	0	0	7	100	18	0	0	18	100
<b>Other than Permanent</b>										
<b>Total</b>	<b>7,827</b>	<b>0</b>	<b>0</b>	<b>7,827</b>	<b>100</b>	<b>8,240</b>	<b>0</b>	<b>0</b>	<b>8,240</b>	<b>100</b>
Male	4,719	0	0	4,719	100	4,990	0	0	4,990	100
Female	3,098	0	0	3,098	100	3,248	0	0	3,248	100
Other	10	0	0	10	100	2	0	0	2	100

## 3. Details of remuneration/salary/wages

### a. Median remuneration / wages paid:

As of 31 <sup>st</sup> March, 2025	Male		Female		Other	
	Headcount	Median remuneration (₹ Lakh)	Headcount	Median remuneration (₹ Lakh)	Headcount	Median remuneration (₹ Lakh)
	Board of Directors (BoD)*	5	74.12	4	87.61	0
Key Managerial Personnel**	2	2,915.89	1	31.77	0	0
Employees other than BoD and KMP***	91,252	18.3	47,999	15.4	17	6.4

\*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.

\*\*\*Includes permanent employees only

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

Particulars	FY 2024-25	FY 2023-24
Gross wages paid to females as % of total wages*	23.28%	22.3%

\* 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 raise concerns that relate to actual or suspected violations of the Code of Ethical Business Conduct, including human rights issues and address the complaints / concerns to the CORPORATE OMBUDSMAN either by sending an e-mail to CORPORATEOMBUDSMAN@techmahindra.com or verbally on telephone no. 0120-488-4450.

The policy provides avenues to the complainants to reach out to the Managing Director & CEO as well as the Chairman of the Audit Committee.

The detailed process is explained in the Whistle Blower policy [https://insights.techmahindra.com/investors/WhistleBlower\\_Policy.pdf](https://insights.techmahindra.com/investors/WhistleBlower_Policy.pdf)

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

	FY 2024-25			FY 2023-24		
	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	83*	16	**	93*	12	Closed
Discrimination at workplace	0	0	-	0	0	-
Child Labour	0	0	-	0	0	-
Forced Labour/ Involuntary Labour	0	0	-	0	0	-
Wages	0	0	-	0	0	-
Others	0	0	-	0	0	-

\*Global numbers

\*\* Open cases will be investigated and closed within 90 days of filing the complaint

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

	FY 2024-25	FY 2023-24
Total Complaints reported under Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013(POSH)	74*	85*
Complaints on POSH as a % of female employees / workers	0.20	0.26
Complaints on POSH upheld	62	77

\*India employees only

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

The Company aims to provide a safe working environment and prohibits any form of discrimination/ harassment or related retaliation against or by any employee. Its policies intend to prohibit such occurrences and ensure that there are no adverse consequences when an employee reports a complaint of discrimination or harassment.

Refer to the company's policies on POSH, DEI, CEBC, and Whistle Blower as below respectively

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

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

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

[https://insights.techmahindra.com/investors/WhistleBlower\\_Policy.pdf](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 comply with its Code of Conduct, including human rights, as an annexure to every contract.

#### 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. Even though there were no human rights complaints, the Company monitors, reviews, and updates its policies and processes regularly to ensure there are no human rights issues in the Company.

The Company also take an undertaking from its vendors and partners that they abide strictly by the Company's CEBC/ POSH policies to ensure no Human Rights violations within its value chain. It also conducts sessions with businesses on Contract Labour (Regulation and Abolition) Act, 1970 (CLRA) and have regular CLRA audits by the customers. Apart from having sessions with HR teams, the Company updates employee contracts and the Employee handbook to make sure that all employees and the Company stakeholders are aware 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 conducts regular internal assessments and audits to ensure that there has been no adverse human rights impact on any of its stakeholders.

The Company also conducts third-party Human Rights assessments every year at different locations using GRI Standards 2021 and UNGPs. Although sample data is collected from individual campuses, all policies, processes and data are aligned to reflect the status of the entire organisation. The Company aims to have all its campuses assessed by a third party by FY 26.

##### 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 infrastructure is designed to enable employees with disabilities to have barrier-free access to common facilities. This includes the physical environment, transportation, and information as well as communications, with technologies and systems aligned for persons with disabilities.

Please refer to the Policy on Equal Employment, Diversity & Inclusion here

##### 4. Details on assessment of value chain partners:

The Company conducts annual supplier assessments to assess the potential ESG aspects and Disaster Recovery & Business Continuity Planning processes of its Supply Chain. This involves both

a questionnaire and on-site inspections, which check their ESG aspects and regulatory compliances, including their ethical business conduct and sustainability practices as mandated in its Sustainable Supply Chain Management Policy.

85% of value chain partners (by value of business done with such partners) i.e. 170 of top 200 key suppliers have been assessed on Health and Safety practices, Sexual Harassment, Discrimination at workplace (Working conditions), Child Labour, Forced Labour/Involuntary Labour, Wages, Occupational Health & Safety, Corporate Governance & Ethics, Risk Management, Environment Management, and Biodiversity among other aspects.

	<b>% of value chain partners (by value of business done with such partners) that were assessed</b>
Sexual Harassment	
Discrimination at workplace	
Child Labour	85
Forced Labour/Involuntary Labour	
Wages	

**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 arising from these 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:**

<b>Parameter</b>	<b>FY 2024-25</b>	<b>FY 2023-24</b>
<b>From renewable sources (GJ)</b>		
Total electricity consumption (A)	107,092	90,133
Total fuel consumption (B)	0	0
Energy consumption through other sources (C)	15,131	17,788
<b>Total energy consumed from renewable sources (A+B+C)</b>	<b>122,223</b>	<b>107,921</b>
<b>From non-renewable sources(GJ)</b>		
Total electricity consumption (D)	394,561	346,887
Total fuel consumption (E)	22,893	15,279
Energy consumption through other sources (F)	0	0
<b>Total energy consumed from non-renewable sources (D+E+F)</b>	<b>417,454</b>	<b>362,166</b>
<b>Total energy consumed (A+B+C+D+E+F) (GJ)</b>	<b>539,677</b>	<b>470,087</b>
<b>Energy intensity per rupee of turnover</b> (Total energy consumed / Revenue from operations)	0.000001018	0.000000904
<b>Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> Total energy consumed / Revenue from operations adjusted for PPP)	0.0000210	0.0000203
<b>Energy intensity in terms of physical output</b> (Total energy consumed/Employee headcount)	3.63	3.67

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) 81 to 84 and 353 to 356 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 2024-25	FY 2023-24
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	0	0
(ii) Groundwater	278,467.27	231,353.30
(iii) Third party water	462,042.92	441,860.86
(iv) Seawater / desalinated water	0	0
<b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>	<b>740,510.19</b>	<b>673,214.16</b>
<b>Total volume of water consumption (in kilolitres)</b>	<b>607,052.24</b>	<b>531,876.33*</b>
<b>Water intensity per rupee of turnover</b> (Total water consumption / Revenue from operations)	0.000001146	0.000001023*
<b>Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total water consumption / Revenue from operations adjusted for PPP)	0.000023669	0.000022914*
<b>Water intensity in terms of physical output</b> (Total water consumption / Employee headcount)	4.08	4.15*

\*Aligned as per the methodology update that would enable consistency and comparability for the current and previous years.

**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) 81 to 84 and 353 to 356 for the assurance statement.

**4. Provide the following details related to water discharged:**

Parameter	FY 2024-25	FY 2023-24
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(iv) Sent to third parties		
With treatment - secondary level*	133,458	141,338
<b>Total water discharged (in kilolitres)</b>	<b>133,458</b>	<b>141,338</b>

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

**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) 81 to 84 and 353 to 356 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 understands the importance of water for 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 flushing toilets in washrooms. This approach helps reduce the need for and intake of fresh water. 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 2024-25	FY 2023-24
NOx	Tonnes	0.71	0.67
SOx	Tonnes	0.33	0.27
Particulate Matter (PM)	Tonnes	0.16	0.23

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) 81 to 84 and 353 to 356 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 2024-25	FY 2023-24
<b>Total Scope 1 emissions</b> (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	12,435	10,574
<b>Total Scope 2 emissions</b> (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	76,735	68,088
<b>Total Scope 1 and Scope 2 emissions per rupee of turnover</b> (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)		0.000000168	0.000000151
<b>Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)		0.000000348	0.000000295
<b>Total Scope 1 and Scope 2 emission intensity in terms of physical output</b> (Total Scope 1 and Scope 2 GHG emissions / Employee headcount)		0.60	0.61

**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) 81 to 84 and 353 to 356 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 and is committed to its SBTi approved targets to achieve net zero by 2035. Its net zero road map (<https://insights.techmahindra.com/investors/tml-net-zero-transition-plan.pdf>) underpins the decarbonization initiatives that are undertaken to reduce its emissions.

Please refer to the details of GHG emissions and the Company's efforts to reduce them on page(s) 99-102



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

Parameter	FY 2024-25	FY 2023-24
<b>Total Waste generated (in metric tonnes)</b>		
Plastic waste (A)	14.30	2.25
E-waste (B)	30.73	59.77
Bio-medical waste (C)	1.30	0.61
Construction and demolition waste (D)	0	0
Battery waste (E)	182.31	24.55
Radioactive waste (F)	0	0
<b>Other Hazardous Waste (G)</b> (Oil waste and Oil filter waste)	0.06	0.01
Other Non-hazardous waste generated (H). (Food waste, cardboard, paper, garbage waste)	386.70	269
<b>Total (A+ B + C + D + E + F + G + H)</b>	<b>615.40</b>	<b>356.22</b>
<b>Waste intensity per rupee of turnover</b> (Total waste generated / Revenue from operations)	0.00000000116	0.0000000006851
<b>Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total waste generated / Revenue from operations adjusted for PPP)	0.0000000240	0.0000000153
<b>Waste intensity in terms of physical output</b> (Total waste generated/Employee headcount)	0.004138	0.002779689
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Recycled	607.50	344.21
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
<b>Total</b>	<b>607.50</b>	<b>344.21</b>
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Incineration	0	0
(ii) Landfilling	7.90	12.01
(iii) Other disposal operations	0	0
<b>Total</b>	<b>7.90</b>	<b>12.01</b>

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) 81 to 84 and 353 to 356 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 strives to reduce waste production by focusing on the behavioural aspects of waste generation. It ensures that all waste generated from its operations is recycled, repurposed, or reused by working with certified recyclers and vendors. The waste is collected, segregated, and managed in line with the principles of circular economy. E-waste is collected and stored as per the E-waste (Management and Handling) Rules, 2011 guidelines. The Company has developed a standard SOP for the better management of the Hazardous and Non- Hazardous waste generated, which is imbibed into its 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 2024-25	FY 2023-24
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	0	0
(ii) Groundwater	252,308	210,051
(iii) Third party water	313,440	283,405
(iv) Seawater / desalinated water	0	0
<b>Total volume of water withdrawal (in kilolitres)</b>	<b>565,748</b>	<b>493,456</b>
<b>Total volume of water consumption (in kilolitres)</b>	<b>536,387</b>	<b>463,779*</b>
<b>Water intensity per rupee of turnover</b> (Water consumed / turnover)	0.000001012	0.000000892*
<b>Water intensity in terms of physical output -</b> (Total volume of water Consumption/Employee headcount)	5.85	5.63*
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(iv) Sent to third-parties - With treatment - secondary level**	29,361	29,677
<b>Total water discharged (in kilolitres)</b>	<b>29,361</b>	<b>29,677</b>

\*Aligned as per the methodology update that would enable consistency and comparability for the current and previous years.



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

**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 81 for the assurance statement.

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

Parameter	Unit	FY 2024-25	FY 2023-24*
<b>Total Scope 3 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	37,775	34,852
<b>Total Scope 3 emissions per rupee of turnover</b> (Scope 3 emissions / turnover)		0.0000000713	0.000000067
<b>Total Scope 3 emission intensity (optional)</b> (Scope 3 emissions/Employee headcount)		0.254	0.272

\*Aligned the Scope 3 GHG Inventory as per the GHG Protocol and SBTi guidance in consistent with current year methodology.

**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 81 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, Web-link, if any,	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Increase In Renewable Energy	Increased Renewable energy mix from 1.77% in the baseline year FY15-16 to 22.65% in FY 2024-25. 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 (1.5 MW), and hybrid solar and wind power at Pune (1.85 MW), adding to the previous PPAs at Bangalore (10MW), Pune (5 MW) and Noida (1.5 MW).	Saved 33.95 Mn units of kWh reducing 24,680+ MTCO <sub>2</sub> e of emissions.

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
2	LEDs, Motion Sensors	Installed motion sensors phase-wise and replaced incandescent lamps with LEDs across locations to cut down energy consumption.	LEDs saved 15 Mn units of electricity and reduced 10,850+ MTCO2e till FY25.
3	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 332,027kl of wastewater across 13 locations.
4	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.	84 ton (32% of food waste converted to manure.
5	Green building initiative	Adopting green building practices for energy consumption and temperature within the offices.	Saved 8,600+ GJ units of energy consumption

Please find more details of the Company's initiatives on page(s) 92-122 of this report.

**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 practices. It has a comprehensive Business Continuity and Disaster Recovery framework to prevent potential business disruptions in the event of any disaster. The Company through its Business Continuity Management System is committed to implementing and maintaining viable business continuity plans to prevent/contain potential business disruptions. The plan prioritizes employee safety, environment safety, asset protection and business continuity. Regular testing of the plans and awareness programs are conducted to ensure readiness to respond and recover operations effectively. This proactive approach maintains that operations can be sustained at minimum acceptable levels and that recovery time objectives are met.

Please refer to page(s) 188 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.**

85%. To date, 170 key suppliers have been assessed for their environmental impacts

**8. Green Credits have been generated or procured**

a	By the listed entity	45 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 is affiliated with many trade and industry chambers/ associations to ensure a collaborative environment that enables access to knowledge, build a network, enhance reputation, advertise, educate, market, and lobby the government for policy changes that help business and the 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.

S. No.	Name of the trade and industry chambers/ associations*	Reach of trade and industry chambers/ associations (State/National)
1	All India Management Association (AIMA)	National
2	Associated Chambers of Commerce & Industry (ASSOCHAM)	National
3	Confederation of Indian Industry (CII)	National
4	Data Security Council of India (DSCI)	National
5	Federation of Indian Chambers of Commerce & Industry (FICCI)	National
6	National Association of Software and Service Companies((NASSCOM)	National
7	Bombay Chamber of Commerce & Industry (BCCI)	State
8	Electronics City Industries' Association (ELCIA)	State
9	Hinjewadi Industries Association (HIA)	State
10	Hyderabad Software Enterprises Association (HYSEA)	State

- Indicative list

Tech Mahindra is also a member of international forums and trade associations such as the World Economic Forum, TM Forum, European Business Leaders' Convention, American Chamber of Commerce, and United Nations Global Compact among others.

#### 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 engages proactively with diverse stakeholders, including government bodies, climate organizations, trade associations, and diplomatic entities, to communicate its stance on key policy issues and gather constructive feedback. These interactions are guided by the company's Code of Conduct, which emphasizes ethical standards, anti-corruption practices, and transparency. To ensure consistent messaging and regulatory compliance, only authorized personnel may participate in public policy discussions. This approach helps the company navigate complex policy environments while upholding integrity and responsible business practices.

**Method of Advocacy:**

The company participates actively in policy discussions through industry platforms such as CII, FICCI, ASSOCHAM, NASSCOM, among others. It engages in roundtables, stakeholder consultations, and submits formal recommendations to government agencies to support progressive, business-enabling policies. Collaborations with government bodies, trade associations, and chambers of commerce help shape industry frameworks and align policy developments with 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	Advocating AI & Emerging Technologies through IndiaAi Mission Group	Support AI, Blockchain, IoT policies via OSAM 2.0, TACNet, Indus Project, and AI Centre of Excellence. Maintaining memberships with CII, GSMA, NASSCOM, Software Technology Parks of India, and other local associations.	Yes	As and when required	<a href="https://indiaai.gov.in/company/tech-mahindra-limited">https://indiaai.gov.in/company/tech-mahindra-limited</a>
2	Digital Personal Data Protection (DPDP) Bill, India	Active participation in drafting the India DPDP Bill through NASSCOM, DSCI, CII, FICII etc	No	Periodic	-

**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
Interventions for women empowerment through TMF employability programme	NA	25 <sup>th</sup> June 2024	Yes	Yes	<a href="https://stgborn.s3.ap-south-1.amazonaws.com/wp-content/uploads/2025/05/14180659/TMF-SMART-Program-IA_Report.pdf">https://stgborn.s3.ap-south-1.amazonaws.com/wp-content/uploads/2025/05/14180659/TMF-SMART-Program-IA_Report.pdf</a>

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

Rehabilitation and Resettlement is not a focus area for Tech Mahindra Foundation. It works in the areas of education and skill development and are geared towards improving the quality of children’s education and increasing the chances of economic independence through vocational training of the youth.

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

All grievances and complaints can be reported independently to the office of the corporate ombudsman either by sending an e-mail to CORPORATEOMBUDSMAN@techmahindra.com or verbally on telephone no. 0120-488-4450. The details are explained in the Whistleblower policy.



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

Parameter	FY 2024-25	FY 2023-24
Directly sourced from MSMEs/ small producers	2.66%	2.17%
Directly from within India	88.92%	78.79%

#### 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 2024-25	FY 2023-24
Rural	0%	0%
Semi-urban	0%	0%
Urban	17.6%	17.6%
Metropolitan	82.4%	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 projects undertaken are in any designated aspirational districts as identified by government bodies.

##### 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?

Not applicable

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

Not applicable.

##### 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 Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
Youth Empowerment	123,806	100%
Child Development	46,631	Notably 62.9% of TMF's core program beneficiaries are women and 14.7% are persons with disabilities
Teacher Education + non-teaching staff	11,567	
Indirect Beneficiaries Across all projects	275,160	

Please refer to page(s) 159-165 for details on TMF beneficiaries of all Company projects.

**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 a high priority on customer satisfaction and has established a comprehensive system to manage complaints and feedback effectively. With a global client base spanning various industry verticals, multiple channels are available for customers to raise concerns and share their feedback. Client escalations are addressed through dedicated client partners and delivery heads and are systematically logged into the company's Account Escalation Dashboard (AED). Each case follows a formal escalation mitigation process that includes root cause analysis and the development of a corrective action plan. These plans are implemented by project managers with support from the Delivery Excellence team and are tracked until resolution and formal customer acknowledgment are received.

The company also conducts an annual Net Promoter Score (NPS), also known as the Customer as Promoter Survey (CaPS), to gain valuable insights that inform strategic planning and drive continuous improvement. This feedback mechanism ensures that the company's services evolve in alignment with changing customer expectations, strengthening long-term client relationships. All feedback and complaints are given appropriate attention, with a dedicated team responsible for thorough analysis, solution design, and effective implementation. Transparency is maintained throughout the process, keeping clients informed and 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 company but a provider of digital transformation, consulting and business reengineering services and solutions. It ensures safe and responsible usage of materials along with the recycling and/or safe disposal of all waste- electronic and otherwise. Additionally, the Company collaborates with Customers on services that help advance their technology transformation roadmap using tools, frameworks, and safe and recycled materials.



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

	FY 2024-25			FY 2023-24		
	Received during the year	Pending resolution at the end of year	Remarks	Received during the year	Pending resolution at the end of year	Remarks
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

### 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 well defined cyber security framework and policy to govern and manage risks related to data privacy. High Level 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) 198-204 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. The Company has had no substantiated instances of data breaches in the past 5 years

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

0%

#### 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 a business continuity management mechanism that is aligned to handle any risk of disruption or discontinuation of essential services. It follows a structured communication plan to ensure customers are informed and supported, enabling seamless and satisfactory resolution of 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's customer-centric initiatives include meeting customers proactively to understand the pulse on the ground, monitoring customer concerns and measuring customer satisfaction. It also conducts NPS (Net Promoter Score) / CaPS (Customer as Promoter Survey) survey every year to get customer feedback.

The Net Promoter Score (NPS) also known as Customer as Promoter Score (CaPS) within TechM, is an annual engagement survey conducted to assess the overall health of our relationship with customers. The engagement survey targets 3 levels of respondents within our client organizations: CXOs, Senior and Middle Management. The survey is designed to capture a holistic view of customer experience over the past year while also probing the expectations and outlook for the year ahead.

The core of the NPS Survey is based on one question, focusing on the likelihood of recommendation of TechM to other business partners/associates. In addition to the NPS question, the survey explores broader dimensions of the customer experience including customer experience sentiments, expectation fulfilment, engagement and capabilities.



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## 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 to as 'BRSR') for Financial Year 2024-25 (hereafter referred to as FY 24-25). The disclosures include 'BRSR Core' as per Annexure 17A of Master Circular No. SEBI/HO/CFD/PoD2/CIR/P/0155, dated November 11, 2024.



### 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 2024-25 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) 2024-25.

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. SEBI/HO/CFD/PoD2/CIR/P/0155 captioned, "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 November 11, 2024.
- 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. DNV team has also followed ISO 14064-3:2019 - 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 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.
- Evaluation of the design and implementation of key systems, processes and controls for collecting, managing and reporting the BRSR Core

### 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 2024-25, 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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- 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,	
<p><b>Sarkar, Chandan</b></p> <p>Digitally signed by Sarkar, Chandan Date: 2025.06.11 10:18:22 +05'30'</p>	<p><b>Sharma, Anjana</b></p> <p>Digitally signed by Sharma, Anjana Date: 2025.06.11 12:02:09 +05'30'</p>
<p>Chandan Sarkar Lead Verifier DNV Business Assurance India Private Limited, India.</p>	<p>Anjana Sharma Technical Reviewer DNV Business Assurance India Private Limited, India.</p>
Assurance Team: Roshni Sarage, Sudharshan K, Syed Rameez, Himanshu Babbar, Varsha Bohiya, Shilpa Swarnim, Deepak Kumar	

**11/06/2025, Bangalore.**

DNV Headquarters, Veritasveien 1, P.O.Box 300, 1322 Høvik, Norway. Tel: +47 67 57 99 00. www.dnv.com

DNV Business Assurance India Private Limited

Statement Number: DNV-2025-ASR-785842-1



**Annexure I - BRSR Core Verified Data**

Sr. No.	Attribute	BRSR Core Parameter	Unit	Verified Value for FY 2024-25
1	Green-house gas (GHG) footprint	Total Scope 1 emissions	MT of CO <sub>2</sub> e	12,435
		Total Scope 2 emissions	MT of CO <sub>2</sub> e	76,735
		Total Scope 1 and Scope 2 emission intensity per rupee of turnover	MT of CO <sub>2</sub> e/Revenue from operations in INR	0.000000168
		Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)	MT of CO <sub>2</sub> e/Revenue from operations adjusted for PPP in USD	0.00000348
		Total Scope 1 and Scope 2 emission intensity in terms of physical output	MT of CO <sub>2</sub> e/ Employee headcount	0.60
2	Water footprint	Total water consumption	Kiloliters (KL)	607,052.24
		Water consumption intensity	Total water consumption in KL / Revenue from operations in INR	0.000001146
			Total water consumption in kilolitres / Revenue from operations adjusted for PPP in USD	0.000023669
		Water intensity in terms of physical output	Total water consumption in litres/Employee headcount	4.08
		Water Discharge by destination and levels of Treatment	Kiloliters (KL)	133,458
	Destination and levels of treatment	To third party STPs, secondary level of treatment		
3	Energy footprint	Total energy consumed	Gigajoules (GJ)	539,677
		% of energy consumed from renewable sources	In % terms	22.65
		Energy intensity	Energy intensity per rupee of turnover (GJ/Revenue from operations in INR)	0.000001018
			Energy intensity per rupee of turnover adjusted for PPP. (GJ/ Revenue from operations adjusted for PPP in USD)	0.00000210
4	Embracing circularity - details related to waste management by the entity	Plastic waste (A)	MT	14.30
		E-waste (B)	MT	30.73
		Bio-medical waste (C)	MT	1.30
		Construction and demolition waste (D)	MT	0
		Battery waste (E)	MT	182.31
		Radioactive waste (F)	MT	0
		Other Hazardous Waste (G)	MT	0.06
		Other Non-Hazardous Waste (H)	MT	386.7
		Total (A+B + C + D + E + F + G+ H)	MT	615.40
		Waste intensity per rupee of turnover from operations	MT/Revenue from operations in INR	0.00000000116
		Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)	MT/Revenue from operation adjusted for PPP in USD	0.0000000240
		Waste intensity in terms of physical output	(MT/Employee headcount)	0.004138
		Total waste recovered through recycling, re-using or other recovery operations		
		(i) Recycled	MT	607.5
		(ii) Re-used	MT	0
		Total	MT	607.5
		Total waste disposed by nature of disposal method		
(i) Incineration	MT	0		
(ii) Landfilling	MT	7.90		
(iii) Other disposal options	MT	0		
Total	MT	7.90		
5	Enhancing Employee Wellbeing and Safety	Spending on measures towards well-being of employees and workers - cost incurred as a % of total revenue of the company	In % terms	1.5
		Details of safety related incidents for employees and workers (including contract-workforce e.g. workers in the company's construction sites)	Number of Permanent Disabilities	0
			Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	0
6	Enabling Gender Diversity in Business	Gross wages paid to females as % of wages paid	In % terms	23.28
		Complaints on POSH	Total Complaints on Sexual Harassment (POSH) reported	74
			Complaints on POSH as a % of female employees / workers	0.20
7	Enabling Inclusive Development	Input material sourced from following sources as % of total purchases - Directly sourced from MSMEs/ small producers and from within India	Directly sourced from MSMEs/ small producers (In % terms - As % of total purchases by value)	2.66
			Sourced directly from within India (In %	88.92



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		Job creation in smaller towns - Wages paid to persons employed in smaller towns (permanent or non-permanent /on contract) as % of total wage cost	terms - As % of total purchases by value) Location (In % terms - As % of total wage cost) Rural Semi-urban Urban Metropolitan	  0 0 17.6 82.4
8	Fairness in Engaging with Customers and Suppliers	Instances involving loss / breach of data of customers as a percentage of total data breaches or cyber security events Number of days of accounts payable	In % terms  (Accounts payable *365) / Cost of goods/services procured	  56
9	Open-ness of business	Concentration of purchases & sales done with trading houses, dealers, and related parties Loans and advances & investments with related parties	Purchases from trading houses as % of total purchases Number of trading houses where purchases are made from Purchases from top 10 trading houses as % of total purchases from trading houses Sales to dealers / distributors as % of total sales Number of dealers / distributors to whom sales are made Sales to top 10 dealers / distributors as % of total sales to dealers / distributors Share of RPTs (as respective %age) in Purchases Sales Loans & advances Investments	Nil Nil Nil Nil Nil Nil 87.11 10.21 Nil 97.78

**Annexure II - Sites selected for audits**

S.no	Site	Location
1.	Corporate Office	Hinjewadi, Pune
2.	India Offices (onsite)	Chandigarh, Noida, Hyderabad
3.	India Offices (remote audit)	Chennai
4.	International Offices (remote audit)	Singapore, Mexico, Philippines