

27th June, 2024

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

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

Subject: Business Responsibility and Sustainability Report for the financial year 2023-24 - 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 SEBI Listing Regulations and circular no. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122 dated 12th July, 2023 issued by SEBI in this regard, we are submitting herewith the Business Responsibility and Sustainability Report ("BRSR") for the Financial Year 2023-24 along with the External Assurance Report on BRSR Core, which also forms part of the Integrated Annual Report for the Financial Year 2023-24.

The above information is also available on the website of the Company at <https://www.techmahindra.com/investors/>

This is for your information and records.

Thanking you,

For Tech Mahindra Limited

Anil Khatri
Company Secretary

Encl: 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 2023-24 (01 st April, 2023 - 31 st March, 2024)
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 (₹)	4,884 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 Phone: +91-9810314114, E-mail id: sandeepch@techmahindra.com; CorporateSustainability@techmahindra.com
13	Reporting boundary	Tech Mahindra Ltd + Integrated companies*
14	Name of assurance provider	DNV
15	Type of assurance obtained	Reasonable- Please refer to pages 277- 282 for the assurance statement

* Integrated companies are those acquired companies where all their operations have been completely merged with the Company.

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	86.1
2	Business Process Services and Operations	82200	13.9

III Operations

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

Location	Number of offices
National	41
International	127

19. Markets served by the entity:
a. Number of locations- Tech Mahindra + Portfolio companies

Locations	Number
National (No. of States)	11
International (No. of Countries)	95

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 94%.

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) 11-13 for more details.

IV Employees
20. Details as of 31st March, 2024:
a. Employees and workers* (including differently abled):

S. No.	Particulars	Total (A)	Male		Female		Neutral		Undeclared	
			No. (B)	% (B/A)	No. (C)	% (C/A)	No. (F)	% (F/A)	No. (G)	% (G/A)
1.	Permanent (D)	119,911	80,696	67.30	39,197	32.69	17	0.01	1	0.00
2.	Other than Permanent (E)	8,240	4,990	60.56	3,248	39.42	1	0.01	1	0.01
3.	Total employees (D + E)	128,151	85,686	66.86	42,445	33.12	18	0.01	2	0.00

* All our workforce is categorized as 'Employees', and none as 'Workers'. The employee headcount represents employees of the Company, subsidiaries, and the acquired entities which are integrated by March 2024.

b. Differently abled Employees

It is completely voluntary for associates (employees) to declare their disability status and the number of PwD (person with disability) associates shown here are those who have declared their disability. Hence this data represents a subset of the total PwD associates working with the Company as of 31st March, 2024.

S. No	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
1.	Permanent (D)	352	282	80.11	70	19.89
2.	Other than Permanent (E)	26	19	73.08	7	26.92
3.	Total differently- abled employees (D + E)	378	301	79.63	77	20.37

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	0	0

*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 23-24			FY 22-23			FY 21-22		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	10.1%	9.6%	10.0%	15.0%	14.4%	14.8%	23.1%	24.6%	23.5%

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 31st March, 2024 have participated in the BRSR initiatives.

Please refer to Annexure I on page(s) 17 for details of our 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 ₹):** 420,993 Mn

(ii) **Net worth (in ₹):** 227,831 Mn

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 23-24			FY 22-23		
		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	Yes https://insights.techmahindra.com/investors/WhistleBlower_Policy.pdf	0	0	-	0	0	-
Investors (other than shareholders)		0	0	-	0	0	-
Shareholders		0	0	-	0	0	-
Employees		83	3	closed within the mandatory timelines	95	0	-
Customers		2	0	-	1	0	-
Value Chain Partners		4	0	-	0	0	-
Social media connects	1	0	-	0	0	-	

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	Climate Change	R&O	<ul style="list-style-type: none"> Climate change can pose physical and transition risks for our business by disrupting customer behaviour, operations, and the supply chain, but it also offers opportunities for innovation and solutions to address these challenges. 	<ul style="list-style-type: none"> Investment in carbon offset projects and renewable energy, as well as aiding customers in achieving sustainability goals. Ensures resilience by securing both physical and technological infrastructure. 	<p>Positive: Embracing sustainable technology and renewable energy creates significant new business opportunities. The transition to a green economy fosters innovation, driving the development of advanced technologies and services.</p>
2	Energy Management	O	<ul style="list-style-type: none"> Effective energy management presents significant opportunities for our Company. It can reduce operational costs, enhance resource efficiency, and mitigate environmental impacts. 	-	<p>Positive: Significant cost savings through reduced energy consumption & lower utility bills. It can also enhance operational efficiency, leading to productivity gains and reduced downtime.</p>
3	Cyber Security & Data Privacy	R&O	<ul style="list-style-type: none"> Global cyber security is a rising risk, with data breaches increasing by 72% from 2021 to 2023. Our Company is improving cybersecurity measures, expanding into the broader market, and providing secure products and services to protect against cyberattacks. 	<ul style="list-style-type: none"> We have a robust Information Security Process supported by Data Privacy and Protection Policy for cybersecurity, information security and data privacy. 	<p>Positive: With the growing demand for robust cybersecurity solutions, we are developing and offering a wide range of cybersecurity services and solutions and are also gaining more clients.</p>
4	Ethics & Compliance	O	<ul style="list-style-type: none"> By fostering a culture of ethical behavior, we build trust with our stakeholders and protect our brand from potential legal issues. Our commitment to compliance not only mitigates legal and operational risks but also enhances financial performance by avoiding fines and attracting investor confidence. 	-	<p>Positive: Our focus on ethics and compliance begets financial benefits. By avoiding fines, we improve our bottom line and attract investors. Enhanced customer loyalty boosts sales, while reduced employee turnover saves on costs, driving sustainable growth and profitability.</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)
5	Innovations	R&O	<ul style="list-style-type: none"> In the ever-evolving landscape of technology and industry, keeping pace with innovation demands continual adaptation and investments. The emergence of new technologies provides a significant opportunity to evolve and expand business in the tech landscape. 	<ul style="list-style-type: none"> We use IoT, Blockchain, AI, and Machine Learning for sustainable solutions. Advancements in Metaverse, 5G, and Quantum Computing deepen our expertise, particularly in 5G technology. We focus on developing technologies to serve clients and contribute to environmental sustainability with NXT.NOW™. 	<p>Positive: Our innovation efforts drive financial gains by enhancing efficiency and reducing costs. Our products attract new customers, boosting revenue and market share. Overall, our focus on innovation ensures sustainable financial growth and strengthens our competitive edge.</p>
6	Talent & Skill Management	R	<ul style="list-style-type: none"> Rapid technological advancement and evolving market demands may cause a skill gap among employees, challenging attracting and retaining top talent. Inadequate succession planning, and ineffective management of diversity and inclusion can disrupt business operations and hinder organizational culture. 	<ul style="list-style-type: none"> We continuously enhance our employee value proposition by understanding the changing needs of our diverse workforce. We offer hybrid work options, promoting work/life balance and autonomy. Our robust platforms support continual upskilling to ensure future readiness. 	<p>Negative: Inadequate talent management can result in financial issues like high recruitment costs and decreased productivity.</p>
7	Corporate Governance	O	<ul style="list-style-type: none"> Our strong corporate governance practices promote transparency, accountability, and strategic decision-making. With a global presence, we prioritize ethical governance and stakeholder responsibilities in over 90 countries. 	-	<p>Positive: A robust corporate governance framework has enhanced investor confidence.</p>
8	Stakeholder Relationships	O	Through collaborative partnerships with customers, suppliers, employees, and local communities, we can harness collective expertise and resources to drive ESG outcomes and maintain positive relationships, which will eventually lead to increased revenue.	-	<p>Positive: The Company has a committee overseeing stakeholder engagement, addressing stakeholder grievances and complaints, and aligning priorities with business strategy.</p>

Please refer to page(s) 32-66 for all details on Material issues and their Risks/ Opportunities.

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

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

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes									
1. a. Whether your entity’s policy / policies cover each principle and its core elements of the NGRBCs.	Y	Y	Y	Y	Y	Y	Y	Y	Y
b. Has the policy been approved by the Board?	Y	Y	Y	Y	Y	Y	Y	Y	Y
	P1: CEBC, WB, 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								
	Code of Ethical Business Conduct (CEBC)								
	Whistleblower Policy (WB)								
	Anti-Corruption and Anti-Bribery policy (ACAB)								
	Corporate Tax Policy								
	Green Procurement Policy								
	Sustainable Supply Chain Management Policy (SSCM)								
	Supplier Code of Conduct (Supplier CoC)								
	Health Safety and Environment Policy (HSE)								
	Fair Disclosure Policy								
	Human Rights Policy (HR)								
	Policy on Prevention of Sexual Harassment (POSH)								
	Environment Policy								
	Climate Change Policy								
	Biodiversity Policy								
	Waste Management Policy								
	Water Management Policy								
	CSR Policy								
	Data Privacy and Protection Policy								
	https://www.techmahindra.com/investors/corporate-governance/								
	https://www.techmahindra.com/about-us/sustainability/								
	https://techmahindrafoundation.org/								
	The policies on these sites cover the principles followed by the company. We also have more detailed policies on our internal site that is accessible to all associates.								

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
2. Whether the entity has translated the policy into procedures.	Y	Y	Y	Y	Y	Y	Y	Y	Y
3. Do the enlisted policies extend to your value chain partners?	Y	Y	Y	Y	Y	Y	Y	Y	Y
4. Name of the national and international codes/certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	Y	Y	Y	Y	Y	Y	Y	Y	Y
<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 27001:2013, 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, 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, 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</p> <p>P9: GRI Standards 2021, UNGC, ISO 9001:2015, ISO 27001:2013, ISO 27701:2019</p>									
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	<p>The Company is committed to a 5-year ESG Roadmap (https://www.techmahindra.com/about-us/sustainability/sustainability-resource-center/) across all aspects of ESG. We have also set long-term targets that lead us on a decarbonisation pathway, ensuring we become carbon neutral by 2030 and net zero by 2035. The said plan is published on the website of the Company and can be accessed from the link. https://insights.techmahindra.com/esg/tml-net-zero-transition-plan.pdf</p>								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	<p>The Company has taken 5-year targets on all material aspects of Sustainability (https://www.techmahindra.com/about-us/sustainability/sustainability-resource-center/), and we ensure that these are implemented, monitored, and achieved in the planned time frames.</p> <p>Please refer to page number(s) 71-73 for the details on our targets.</p>								
Governance, leadership and oversight									
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements.	<p>The need to focus on sustainability has never been more urgent than in today's modern, complex world. Sustainability for us is not just a goal; it's about fostering resilience and demonstrating an unwavering commitment to building a better world. At Tech Mahindra, the fusion of innovation, responsible growth, and environmental stewardship lies at the core of our ethos. We integrate robust data analytics, transparent reporting, and stakeholder collaboration to address ESG challenges while also aligning sustainability goals with business strategies. We are committed to creating innovative solutions and shaping a future where business and sustainability work together to benefit our planet and its inhabitants.</p> <p>- Mohit Joshi, Managing Director & CEO, Tech Mahindra Please find our MD & CEO's message on page(s) 16</p>								
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies)	Sandeep Chandna, Chief Sustainability Officer								
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	<p>The Corporate Social Responsibility Committee and the Risk Management Committee of the Board monitor, assess and review climate and sustainability risks in alignment with TCFD recommendations and other enterprise-level strategic, business and people risks each quarter.</p>								

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
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.										P1	P2	P3	P4	P5	P6	P7	P8	P9
<ul style="list-style-type: none"> Reasonable assurance BRSR Core- DNV. Limited assurance ESG data- DNV Human Rights- TUV-Nord Zero Waste to Landfill- Eurofins TUV Nord- ISO 27001: 2013, ISO 9001:2015 BSI- ISO 14001:2015 and ISO 45001:2018 										Y	Y	Y	Y	Y	Y	Y	Y	Y

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	107	All	100%

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

- All associates 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 ₹	Brief of the Case	Has an appeal been preferred?
Penalty/ Fine	Principle 1	National Stock Exchange of India Limited and BSE Limited	₹ 11,800 (including GST)	Delay of one day in filing the disclosure on Related Party Transactions under Regulation 23(9) of the SEBI Listing Regulations.	The Company had filed a waiver of penalty application.
	Principle 1	Income Tax Department, Ministry of Finance	₹ 57.5 Mn	The penalty has been levied by the assessment unit of the National Faceless Assessment Center under Section 271 of the Act, on disallowances of expenses upheld by CIT(A) for the assessment year 2015-16	Yes
	Principle 1	Income Tax Department, Ministry of Finance	₹ 187.3 Mn	The penalty has been levied by the assessment unit of the National Faceless Assessment Center under Section 271 of the Act, on disallowances of expenses upheld by CIT(A) for the assessment year 2016-17.	Yes
Non-Monetary					
Imprisonment	NIL	NIL	NIL	NIL	NA
Punishment	NIL	NIL	NIL	NIL	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
The penalty has been levied by the assessment unit of the National Faceless Assessment Centre under Section 271 of the Act, on disallowances of expenses upheld by CIT(A) for the assessment year 2015-16.	CIT(A)
The penalty has been levied by the assessment unit of the National Faceless Assessment Centre under Section 271 of the Act, on disallowances of expenses upheld by CIT(A) for the assessment year 2016-17.	CIT(A)

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.**

The Company has a policy on Anti-corruption and Bribery, that details our zero-tolerance approach to bribery and corruption. The Anti-Corruption and Bribery Policy applies to all Company's associates and subsidiary companies. The Company is committed to acting professionally, fairly and with integrity in all our business dealings and relationships wherever we operate and to implementing and enforcing effective systems to counter bribery.

<https://insights.techmahindra.com/investors/anti-corruption-and-anti-bribery-policy.pdf>

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

No disciplinary actions have been taken by any law enforcement agency for charges of bribery/corruption against any Directors, KMPs or employees in FY 23-24 or FY 22-23.

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 23-24 or FY 22-23.

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	FY 2023
Number of days of accounts payable	47	45

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:

Parameter	Metrics	FY 2024	FY 2023
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	Nil	Nil
	b. Number of trading houses where purchases are made from	Nil	Nil
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	Nil	Nil
Concentration of sales	a. Sales to dealers / distributors as % of total sales	Nil	Nil
	b. Number of dealers / distributors to whom sales are made	Nil	Nil
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	Nil	Nil
Share of RPTs (as respective %age) in	Purchases (Purchases with related parties / Total Purchases)	85.37	84.79
	Sales (Sales to related parties / Total Sales)	9.14	8.74
	Loans & advances (Loans & advances given to related parties/ Total loans & advances)	Nil	Nil
	Investments (Investments in related parties / Total Investments made)	96	96.06

Leadership Indicators

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

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

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

Yes. The Board of Directors of the Company has inter alia adopted the [Code of Ethical Business Conduct](#) as a 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.

We follow 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.

This policy is available on the Company's website -

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

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

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

	FY 23-24	FY 22-23	Details of improvements in environmental and social impacts
R&D	30%	30%	<ul style="list-style-type: none"> • Extended BHAML (Bharat Markup Language) across India to help people code in their preferred language and internationally by exploring development in Arabic and Bahasa • Alleviating issues of Generative AI in real-life scenarios through <ul style="list-style-type: none"> o Sustainable Engineering: using techniques like quantization, LORA (Low Rank Adaptation) and QLORA (Quantization Low Rank adaptation) help machine-learning models, specifically LLMs (Large Language Models), compute less and emit less carbon. o IPs: creating Project Indus (LLM in Hindi and 37 dialects of Hindi) and Project Garuda (LLM in Bahasa Language). o Alternative architectures: Working with partners on quantum-inspired techniques to reduce the computation of models. o OEM strategy: working with OEMs to benchmark our LLMs and Open Source LLMs to pitch holistic offerings to customers. • Working on techniques like quantum-inspired Tensor Networks, and training our associates, customer associates and students at Mahindra University and Oman Universities on quantum and other new technologies. • Green investments - Capital investments in infrastructure, energy efficiency and other environmental initiatives.
CAPEX	1.57%	1.82%	

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

Yes

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

The Company has a Sustainable Supply Chain Management Policy (<https://insights.techmahindra.com/investors/sustainable-supply-chain-management-policy.pdf>) and a Green Procurement policy (<https://files.techmahindra.com/static/img/pdf/Green-Procurement-Policy.pdf>), to ensure a more sustainable supply chain. The Company prefers suppliers with sustainable practices and the ability to supply items within desired sustainability specifications. 90% of inputs are sourced sustainably.

Please find more details on page(s) 162-165

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

The Company is not a product company but a provider of digital transformation, consulting and business reengineering services and solutions. We make reasonable efforts to keep track of all the products used and have implemented a robust waste management system of collection, segregation, storage, and disposal. We have processes for managing both hazardous and non-hazardous waste and ensure that all the waste generated from our activities is reused, repurposed, or recycled through authorized recyclers and vendors. We recycle wastewater through treatment plants and reuse it for our internal operations.

Please refer for more details on page(s) 89 and in our [Waste Management Policy](#).

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

Not applicable

Leadership Indicators

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

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.	86.1	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 our global clients' services.	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 23-24	FY 22-23
Paper	100%	100%
Electronic Equipment & Hardware	8.5%	8%

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

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

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

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

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

Essential Indicators

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

Category	Total (A)	% 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)
Permanent employees											
Male	80,696	80,696	100%	79,082	98%	-	-	80,696	100%	52,452	65%
Female	39,197	39,197	100%	38,413	98%	39,197	100%	-	-	25,086	64%
Not Declared	18	18	100%	0	0%	0	0	18	100%	6	33%
Total	119,911	119,911	100%	117,495	98%	39,197	33%	80,714	67%	77,544	65%
Other than Permanent employees											
Male	4,990	2,495	50%	2,146	43%	-	-	2,495	50%	998	20%
Female	3,248	2,274	70%	2,014	62%	2,274	70%	-	-	780	24%
Not Declared	2	0	0%	0	0%	0	0	0	0%	0	0%
Total	8,240	4,769	58%	4,160	50%	2,274	28%	2,495	30%	1,778	22%

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

All our 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 23-24	FY 22-23
Cost incurred on wellbeing measures as a % of total revenue of the company	1.2%	1.1%

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

	FY 23-24		FY 22-23	
	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%	Y	100%	Y
Employee State Insurance (ESI)	12.08%	Y	19%	Y

* Coverage for permanent Indian associates (employees) only

Note: Coverage on retirement and social benefits to permanent associates (employees) is in compliance with the local laws of the country we operate 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.

The Company infrastructure is so enabled that associates with disabilities 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.

The Company is an Equal Opportunity Employer and strongly endorses the right of equal opportunity for differently abled associates. We commit 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.

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

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

Gender	Permanent Employees	
	Return to work rate	Retention rate
Male	99.95%	65.02%
Female	98.47%	41.43%
Total	99.42%	57%

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.

All stakeholders (investors, associates- 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.

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

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

We also have FreeVoice, a platform for sharing observations, complaints, and suggestions, where associates 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 a fundamental human right. All our associates 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, our associates are not part of any trade Unions in India. However, associates 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 follows the local rules and regulations in the country where our operations are made and adhere to these collective bargaining agreements in specific geographies where the law mandates them.

Category	FY 23-24			FY 22-23		
	Total employees (A)	No. of employees' part of association(s) or Union (B)	% (B/A)	Total employees (A)	No. of employees' part of association(s) or Union (B)	% (B/A)
Total	128,151	795	0.62%	126,825	709	0.56%
Male	85,686	488	0.57%	84,056	404	0.48%
Female	42,445	306	0.72%	42,722	304	0.71%
Not Disclosed	20	1	5%	47	1	2.13%

8. Details of training given to employees:

Category	FY 23-24			FY 22-23		
	On Skill upgradation			On Skill upgradation		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Male	85,686	78,329	91%	84,056	77,969	93%
Female	42,445	39,217	92%	42,722	39,570	93%
Not Disclosed	20	18	90%	47	21	45%
Total	128,151	117,564	92%	126,825	117,560	93%

Category	FY 23-24			FY 22-23		
	On Health and Safety measures			On Health and Safety measures		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees						
Male	85,686	85,686	100%	84,056	84,056	100%
Female	42,445	42,445	100%	42,722	42,722	100%
Not Disclosed	20	20	100%	47	47	100%
Total	128,151	128,151	100%	126,825	126,825	100%

Health, safety, and well-being of one and all are of utmost importance and a critical part of our Company's success. Promoting the consultation and participation of associates/ contract staff is an integral part of the Company's HSE process. We use various forums such as FreeVoice, Connect Meetings, Floor Walks, and Workshops for these interactions. Associates and Vendors are sensitized through regular training

and awareness sessions and participate in periodic Occupational Health and Safety and Environment related drills. All associates are trained to learn, understand, and act in case of emergencies such as 'Fire Emergency' or 'Medical Emergency' whilst protecting themselves and their colleagues. Multi-dimensional H&S awareness sessions are also conducted to educate and spread awareness among associates' family members.

We also periodically conduct focused mandatory H&S training for Contract staff in HSE-certified locations. We also offer HSE certification training for Corporate Services associates who handle Company's core operations.

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

100% of eligible permanent associates' performance and career development have been appraised.

10. Health and safety management system:

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

The Company is committed to providing all its associates with safe and healthy working conditions. The Company's India facilities in Bengaluru and Hyderabad are certified for ISO 45001 Health & Safety Management standard. Occupational Health and Safety norms laid down in the Company's well-defined internal Health, Safety & Environment Policy Manual are followed at all our locations.

Please find more details on page(s) 113-115.

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 an HSE Incident Management process for Hazard Identification and Risk Assessment (HIRA) in place. It enables associates 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 our environment, their causes, associated consequences, and risk and hazard containment recommendations.

Please find more details on page(s) 114.

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

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

We have also launched a Behaviour Based Safety & Health (BBS&H) programme in line with HSE policy to ensure safe and healthy working conditions for associates.

Please refer to page(s) 114-115 for more details

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

Yes, we strongly believe in the "Wellness before Business" mantra, and our focus is on ensuring the well-being and safety of associates while maintaining business continuity for clients and partner ecosystem.

Our ongoing partnership with Medi Assist, Medibuddy, and a network of health care providers helps extend non-occupational medical benefits like Preventive health checkups, 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 associates & 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 23-24	FY 22-23
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

Note: All our workforce, including contractual workforce, is categorized as 'Employees,' and not 'Workers'

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

The Company is committed to providing all associates healthy and safe working conditions. Our 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 associates and increase awareness amongst associates 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 associates 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 our environment, their causes, associated consequences and risk and hazard containment recommendations.

Please refer to page(s) 114-115 for more details

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

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

There were no complaints by our associates concerning working conditions or Health & Safety in FY 23-24 and FY 22-23.

14. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	100% of all our offices are internally assessed on all Health and Safety practices. The Company's locations in Bangalore and Hyderabad are annually assessed on ISO 45001-2018 Occupational Health and Safety standards by an external certifying body.
Working Conditions	100% of all our offices are internally audited on working conditions. The implementation of the practices is also verified during the external audits for ISO 45001:2018 for HSE Certified locations.

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 for taking corrective actions, if necessary, to eliminate the causes of actual and potential non-conformances or incidents and enforce corrective actions. The Company implements and records changes in the documented procedure, and the steps are standardized in the relevant operational control procedure to ensure the prevention of this incident again. We conduct training and awareness sessions to help our workforce understand and act in case of emergencies, while the Corporate Services Team, which handles Company's core operations, is given specialized HSE certification training.

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 associates 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 we operate.

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:

Not Applicable, as 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?

Our learning platforms encourage all associates 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:

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	77
Working Conditions	77

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 our stakeholder engagement approach at the Company. We ensure that our process of stakeholder engagement is continuous – undertaken throughout the year - and has organization-wide reach as well as impact. We follow a robust process for identifying and prioritizing our stakeholders to develop short, medium and long-term sustainable strategies. We recognize the importance of trust-based relationships and ensure transparent, timely and relevant engagement and

communication with all the stakeholders. This also helps us understand their explicit and tacit needs that inform our strategy and operational decisions.

The management team connects with diverse stakeholders through formal and informal mechanisms. Our Stakeholders' Relationship Committee maintains oversight of the Company's stakeholder engagement mechanism. We engage with our stakeholders, and their inputs are considered in the materiality assessment process, which gives us insight into their outlook and future risks. The process creates a framework for the business heads to identify and report on key stakeholder concerns. These inputs help us identify the topics material to our business.

Please refer to Double materiality on page(s) 32-45 for the detailed process of identifying them.

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

Stakeholder Group	Whether identified as vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees	No	Email Communications, Town halls, roadshows, project or operations reviews, Audio-video conference calls, one-on-one calls, etc.	Continuous, Monthly, Quarterly, Half Yearly, Annually	Improving diversity and inclusion, Training & Development, Recognition Programs, Wellness & Safety, Refreshment Sessions.
Customers	No	Email Communications, Town halls, RFP responses, Customer visits, Audio-video conference calls, Webinars etc.	Continuous, Monthly, Quarterly, Half Yearly, Annually	To foster long-term loyalty, Enhance customers satisfaction, To identify the opportunities for offering the best services, Understanding privacy & security
Investors & Shareholders	No	Email, Press conferences, Investor meetings, Conferences, Webinars, Earning calls	Continuous, Monthly, Quarterly, Half Yearly, Annually	Stability, Reputation, Sustainable performance, Helping investors' concerns regarding company policies, reporting, strategy, etc.
Partners & Collaborators	No	Meetings, Partner events, Audio-video conference calls, Emails etc.	Continuous, Monthly, Quarterly, Half Yearly, Annually	Achieving shared objectives, Resource & Knowledge sharing, Fair business practices, Compliance & Ethics, Risk Mitigation, Long term sustainability etc.
Government Regulators	No	Email Communications, RFIs/RFPs responses, Presentations, Audio-video conference calls, Seminars, Events, Surveys etc.	Continuous, Monthly, Quarterly, Half Yearly, Annually	Regulatory Inputs, Compliance, Policy alignments, Risk Management, Transparency & Accountability, Understand areas for sustainable development, Communicate performance & strategies.

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
Academic Institutions	No	Academic Programs, Events, Conference calls, Meetings, etc.	Continuous, Monthly, Quarterly, Half Yearly, Annually	Creation of Job opportunities, Internships, Knowledge sharing sessions, etc.
Local Communities	Yes	Social media, Newsletters, Bulletins, Calls, Meetings, Volunteering, etc.	Continuous, Monthly, Quarterly, Half Yearly, Annually	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.	Continuous, Monthly, Quarterly, Half Yearly, Annually	Supply chain resilience, Innovation & collaboration, Cost efficiency, Transparency, Supplier workshops on sustainability, etc.

Please refer to page(s) 26-31 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 our 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 associate, 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 we receive 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, we incorporate the inputs received from our stakeholders into our policies, practices, and targets. An inclusive approach through continual engagement with stakeholders helps us prioritize our key material issues while also helping us make strategic and operational decisions. We maintain constant communication with all our stakeholders, which leads to 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. Our portfolio of sustainability solutions supports our 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 organizational vision to create a purpose-led company. We have an impeccable record on human rights, enshrining ‘professionalism’ and ‘dignity of the individual’ as a part of our core values. We use 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. Our employee value proposition encourages associates 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. We are 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 an initiative of Tech Mahindra Foundation, which is an offshoot of the pandemic. It is a comprehensive online resource 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 23-24			FY 22-23		
	Total (A)	No. employees (B)	% (B/A)	Total (C)	No. employees (D)	% (D / C)
Permanent	119,911	117,133	97.68%	116,331	110,678	95.14%
Other than permanent	8,240	6,247	75.81%	10,494	8,036	76.58%
Total Employees	128,151	123,380	96.28%	126,825	118,714	93.6%

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

Category	FY 23-24					FY 22-23				
	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)
Employees										
Permanent										
Total	119,911	0	0	119,911	100%	116,331*	0	0	116,331*	100%
Male	80,696	0	0	80,696	100%	77,766	0	0	77,766	100%
Female	39,197	0	0	39,197	100%	38,518	0	0	38,518	100%
Other	18	0	0	18	100%	47	0	0	47	100%
Other than Permanent										
Total	8,240	0	0	8,240	100%	10,494	0	0	10,494	100%
Male	4,990	0	0	4,990	100%	6,290	0	0	6,290	100%
Female	3,248	0	0	3,248	100%	4,204	0	0	4,204	100%
Other	2	0	0	2	100%	0	0	0	0	0

*47 employees who did not reveal their gender also received more than minimum wages in FY23.

3. Details of remuneration/salary/wages
a. Median remuneration / wages paid:

As of 31 st March, 2024	Female		Male	
	Headcount	Median remuneration (₹ Lakh)	Headcount	Median remuneration (₹ Lakh)
Board of Directors (BoD)	4	91.74	6	120.94
Key Managerial Personnel*	0	0	3	217.32
Employees other than BoD and KMP	42,445	14.5	85,686	17

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

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

	FY 23-24	FY 22-23
Gross wages paid to females as % of total wages	22.3	22.3

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, the Corporate Ombudsman CORPORATEOMBUDSMAN@techmahindra.com

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 CEO & MD as well as the Chairman of the Audit Committee of Tech Mahindra Limited.

The detailed process is explained in the publicly available policy.

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

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

	FY 23-24			FY 22-23		
	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	93	12	12 complaints were received towards end of Feb- March. The committee will investigate and prepare an inquiry report with recommendations within ninety (90) days.	74	3	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	-

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

	FY 23-24	FY 22-23
Total Complaints reported under Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	93	74
Complaints on POSH as a % of female employees / workers	0.22	0.17
Complaints on POSH upheld	77	64

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 associate. Our policies intend to prohibit such occurrences and ensure that there are no adverse consequences when an associate reports a complaint of discrimination or harassment.

<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

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

Yes. The Company communicates and shares our policies on human rights with all our business partners. We ensure that our business partners sign the contract with the Company only after they read, understand, and agree to abide by our Code of Conduct, which includes all aspects of human rights. This is a mandatory annexure to all our business contracts.

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 arising from the assessments done.

Leadership Indicators

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

Even though there were no human rights complaints, we monitor, review, and update our policies and processes regularly to ensure we have no human rights issues in the Company.

We also take an undertaking from our vendors and partners that they abide strictly by our CEBC/ POSH policies to ensure no Human Rights violations within our value chain. We conduct 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 our HR teams, we update our employee contracts and the Employee handbook to make sure that all employees and our 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 our stakeholders.

We also conduct third party Human Rights assessments every year at different locations using SA8000:2014 and GRI standards. Though the sample data is taken from individual campuses, all our policies and process and data are aligned and reflect the status of the entire organisation. We will have all our 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?

The Company's infrastructure is designed to enable associates 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 our Diversity and Inclusivity Policy here (<https://insights.techmahindra.com/investors/Diversity-and-Inclusion-Policy.pdf>)

4. Details on assessment of value chain partners:

We conduct annual supplier assessments to assess the potential ESG aspects and Disaster Recovery & Business Continuity Planning processes of our 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 our Sustainable Supply Chain Management Policy.

77% of value chain partners (by value of business done with such partners) and 154 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.

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	
Discrimination at workplace	
Child Labour	77 %
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:**

Parameter	FY 23-24	FY 22-23
From renewable sources (GJ)		
Total electricity consumption (A)	90,133	57,316
Total fuel consumption (B)	0	0
Energy consumption through other sources (C)	17,788	32,825
Total energy consumed from renewable sources (A+B+C)	107,921	90,140
From non-renewable sources		
Total electricity consumption (D)	346,887	308,351
Total fuel consumption (E)	15,279	12,751
Energy consumption through other sources (F)	0	0
Total energy consumed from non-renewable sources (D+E+F)	362,166	321,102
Total energy consumed (A+B+C+D+E+F)	470,087	411,243
Energy intensity per rupee of turnover (Total energy consumption/ Revenue from operations)	0.000000904	0.000000772
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	0.0000203	0.0000177
Energy intensity in terms of physical output (Total energy consumed/Employee headcount)	3.67	3.24

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. Please refer to page(s) 277- 282 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. We are not registered under the PAT (Perform, Achieve & Trade) scheme of the government of India for any of our pan India locations.

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

Parameter	FY 23-24	FY 22-23
Water withdrawal by source (in kilolitres)		
(i) Surface water	0	0
(i) Groundwater	231,353.30	160,535.74
(ii) Third party water	441,860.86	454,420.81
(iv) Seawater / desalinated water	0	0
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	673,214.16	614,956.55
Total volume of water consumption (in kilolitres)	246,525.00	253,937.38
Water intensity per rupee of turnover (Water consumed / turnover)	0.000000474	0.000000477
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	0.000010620	0.000010903
Water intensity in terms of physical output (Water consumption / Employee headcount)	1.92	2

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. Please refer to page(s) 277- 282 for the assurance statement.

4. Provide the following details related to water discharged:

Parameter	FY 23-24	FY 22-23
Water discharge by destination and level of treatment (in kilolitres)		
(iv) Sent to third parties		
With treatment*	141,338	361,019
Total water discharged (in kilolitres)	141,338	361,019

* We send this water to the Municipal Corporation Sewerage, where it is further treated through treatment plants.

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

Yes, DNV. Please refer to page(s) 277- 282 for the assurance statement.

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

The Company understands the importance of water for our overall business continuity. We have Sewage Treatment Plants (STPs) at all our owned facilities, and the wastewater generated is treated and reused for cooling towers, landscaping, and flushing toilets in our washrooms. This helps us to reduce our fresh-water requirement and intake. All our 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 23-24	FY 22-23
NOx	tons	0.67	0.75
SOx	tons	0.27	0.16
Particulate matter (PM)	tons	0.23	0.217

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. Please refer to page(s) 68-70 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 23-24	FY 22-23
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO ₂ equivalent	10,574	8,612.10
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO ₂ equivalent	68,088	60,049.92
Total Scope 1 and Scope 2 emissions per (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations) rupee of turnover	Metric tonnes of CO ₂ equivalent	0.000000151	0.00000013
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)		0.000003389	0.00000295
Total Scope 1 and Scope 2 emission intensity (Employee Headcount as denominator)		0.61	0.54

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. Please refer to page(s) 277- 282 for the assurance statement.

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

The Company is signatory to Business Ambition for 1.5°C and is committed to become carbon neutral by 2030 and achieve net zero by 2035. Our net zero road map (<https://insights.techmahindra.com/esg/tml-net-zero-transition-plan.pdf>) underpins the decarbonization initiatives that are undertaken to reduce our emissions.

Please refer to the details of GHG emissions and our efforts to reduce them on page(s) 77-82

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

Parameter	FY 23-24	FY 22-23
Total Waste generated (in metric tonnes)		
Plastic waste (A)	2.25	2.68
E-waste (B)	59.77	20.18
Bio-medical waste (C)	0.61	4.013
Construction and demolition waste (D)	0	0
Battery waste (E)	24.55	189.46
Radioactive waste (F)	0	0
Oil waste and Oil filter waste (G)	0.01	13.38
Other Non-hazardous waste generated (H). (Food waste, cardboard, paper, garbage waste)	269	158.088
Total (A+ B + C + D + E + F + G + H)	356.22	388.018
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	0.000000006851	0.000000007281
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	0.0000000153	0.0000000167
Waste intensity (optional) – Headcount as denominator	0.002779689	0.003059476
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	344.21	275.99
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
Total	344.21	275.99
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	0	0
(ii) Landfilling	12.01	112.02
(iii) Other disposal operations	0	0
Total	12.01	112.02

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. Please refer to page(s) 277- 282 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. We ensure that all waste generated from our 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. We have developed a standard SOP for the better management of the Hazardous and Non- Hazardous waste generated, which is imbibed in our 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 our own office buildings and hence no environmental impact assessments of projects were undertaken by us.

- 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**

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 our owned and leased facilities across Noida, Nagpur, Pune, Bengaluru, Gandhinagar, Chandigarh, Chennai, Hyderabad, Mexico, 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. We do not use surface water, seawater / desalinated water, or any other sources of water.

Parameter	FY 23-24	FY 22-23
Water withdrawal by source (in kilolitres)		
(i) Surface water	0	0
(i) Groundwater	210,051	108,096.7
(ii) Third party water	283,405	226,724.7
(iv) Seawater / desalinated water	0	0
Total volume of water withdrawal (in kilolitres)	493,456	334,821.4
Total volume of water consumption (in kilolitres)	216,024	180,426.10
Water intensity per rupee of turnover (Water consumed / turnover)	0.000000415	0.00000034
Water intensity (Water consumed/ employee count)	2.62	2.69
Water discharge by destination and level of treatment (in kilolitres) The Company discharges water only by sending it to third parties after relevant treatment.		
(i) Sent to third parties	29,677	154,395.36
Total water discharged (in kilolitres)	29,677	154,395.36

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. Please refer to page(s) 68-70 for the assurance statement.

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

Parameter	Unit	FY 23-24	FY 22-23
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO ₂ equivalent	33,277	46,174
Total Scope 3 emissions per rupee of turnover		0.000000064	0.000000087
Total Scope 3 emission intensity (Employee Headcount as denominator)		0.260	0.364

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. Please refer to page(s) 68-70 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. Our Biodiversity policy is a habitat directive, a water-saving directive, and an environmental Sustainability directive. We are committed to conserving and enhancing biodiversity, incorporating biodiversity into our day-to-day operations, 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, may be provided along-with summary)	Outcome of the initiative
1.	Increase In Renewable Energy	Increased Renewable energy mix from 1.77% in our baseline year FY 15-16 to 22.96% in FY 23-24. Installed solar water heaters for energy savings and reduction of emissions through installation of 4 MWp Rooftop across 11 campuses and purchased PPAs at Bangalore (10MW), Pune (5 MW) and Noida (1.5 MW) locations, savings from FY 24.	Saved 29.978 Mn units of kWh reducing 21,464 MTCO ₂ e of emissions.
2.	LEDs, Motion Sensors	Installed motion sensors phase-wise and replaced incandescent lamps with LEDs across locations to cut down energy consumption.	LEDs saved 13 Mn units of electricity and reduced 10,640+ MTCO ₂ e emissions. Motion sensors saved 1.85 Mn units of electricity and reduced 66,680 MTCO ₂ e emissions till FY24.
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 290,637 kl of wastewater across 13 locations.
4.	OWC/ Vermicomposting	Organic Waste Converters (OWC) and vermicomposting plants at our campuses convert food waste to manure, which also cuts down logistics emissions and reduces waste to landfill.	41 tons (24% of food waste) converted to manure.
5.	Green building initiative	Adopting green building practices for energy consumption and temperature within the offices.	Saved 21% of energy consumption.

Please find more details of our initiatives on page(s) 76-95 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 for ISO 22301:2019 and integrates best practices for Business Continuity and Disaster Recovery practices. We have 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 associate 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) 138 - 139 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.

The Company engages and assesses key suppliers based on our annual market spend. We include both IT and non-IT procurements, which is more than 80% of total supplier expenditure. To date, we have assessed 154 key suppliers on their environmental impacts.

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 helps us to access knowledge, build a network, improve our 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	Confederation of Indian Industry (CII)	National
3	Electronics and Computer Software Export Promotion Council (ESC)	National
4	Federation of Indian Chambers of Commerce & Industry (FICCI)	National
5	National Association of Software and Service Companies (NASSCOM)	National
6	Quality Council of India (QCI)	National
7	The Institute of Chartered Accountants of India (ICAI)	National
8	Bombay Chamber of Commerce & Industry (BCCI)	State
9	Electronics City Industries' Association (ELCIA)	State
10	Hinjewadi Industries Association (HIA)	State
11	Hyderabad Software Enterprises Association (HYSEA)	State

We are also members of international forums and trade associations such as the World Economic Forum, UK India Business Council, American Chamber of Commerce, and United Nations Global Compact.

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:

Company's utmost priority is creating value for all Company's ecosystem members – our customers, partners, investors, and associates. We do this by setting key objectives across business, technologies, and sustainability in various geographies, even as we focus on people and the planet alike. We achieve these objectives in myriad ways, including forging and maintaining purposeful, symbiotic partnerships with our stakeholders, including industry associations, fellow organizations, government representatives, and more.

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 Group through IndiaAi Mission	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	https://indiaai.gov.in/company/tech-mahindra-limited#key-initiatives-2
2	Digital India Mission	With the focus on digital innovation, job creation and skill development, The Company has taken multiple initiatives. For instance, recently Memorandum of Understanding (MoU) is signed with the Government of Gujarat to deliver cutting-edge digital engineering services in the state.	Yes	As and when required	https://www.techmahindra.com/insights/news/mou-signed-between-gujarat-government-tech-mahindra-techm-under-gujarat-itites-policy/

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
Study of Tech Mahindra Foundation's skilling and upskilling interventions in the allied healthcare sector	NA	NA	Yes	Yes	https://techmahindrafoundation.org/wp-content/uploads/2024/04/Final-Report_TMF_2024.pdf
CSR Contributions made by Tech Mahindra Limited To Mahindra Educational Institutions	NA	NA	Yes	Yes	https://insights.techmahindra.com/investors/impact-assessment-report-mei-2024.pdf

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. We work 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.

<https://techmahindrafoundation.org/>

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 publicly available policy https://insights.techmahindra.com/investors/WhistleBlower_Policy.pdf

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

	FY 23-24	FY 22-23
Directly sourced from MSMEs/ small producers	2.17%	1.50%
Directly from within India	78.79%	79.17%

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 23-24	FY 22-23
Rural	0	0
Semi-urban	0	0
Urban	17.6%	18.5%
Metropolitan	82.4%	81.5%

*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):

No negative social impacts were identified in the Social Impact Assessments undertaken in the current financial year.

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

None of our 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?

The Company is an IT service provider. Our major procurement is from OEMs, distributors, and local suppliers. We endeavor to procure locally available goods sustainably and from marginalized/ vulnerable suppliers for requirements as and when possible, to help create economic opportunities in the communities in which we operate.

Please refer to Q4-Principle 8 for more details.

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	79,197	Most of our skill development, and education program students come from marginalized groups. Notably 50.4% of TMF's beneficiaries are women and 18.2% of the core program beneficiaries are persons with disabilities
Child Development	20,188	
Teacher Education	10,119	
Indirect Beneficiaries	14,59,302	
Across all projects		

Please refer to page(s) 120-131 for details on TMF beneficiaries for all our 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.**

Our customer-centric culture spans across the organization, ensuring better services, experience, and better value for money for our customers. Customer escalations and complaints are treated with utmost importance in the organization. The Customer Centricity Office tracks all critical customer escalations and expedites necessary actions required to close these complaints quickly. Our Chief Customer Officer proactively manages all customer escalations, and his contact details are updated on the Company's external website <https://www.techmahindra.com/insights/views/future-ready-engineering-its-all-about-journey-customer-centricity-innovation-and/> for easy access and connection with all our customers.

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. But we ensure safe and responsible usage of our materials and the recycling and/or safe disposal of our waste- both electronic and otherwise. The Company also works 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 (2023-24)		Remark	FY (2022-23)		Remark
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	0	0	NA	0	0	NA
Advertising	0	0	NA	0	0	NA
Cyber-security	0	0	NA	1	1	Closed
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. Extracts of Data Privacy and Protection Policy can be viewed at <https://insights.techmahindra.com/investors/high-level-customer-centric-extracts-from-data-privacy-and-protection-policy.pdf>

Please refer to page(s) 156-160 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.

No corrective actions were taken or underway on any of the above issues.

7. Provide information relating to data breaches.**a. Number of instances of data breaches along-with impact**

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

NA

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 on our 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. We have a structured communication plan for our customers that ensures 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, our customer-centric initiatives include meeting customers proactively to understand the pulse on the ground, monitoring customer concerns and measuring customer satisfaction. We also conduct the C-Sat (Customer Satisfaction Survey) every three months to get customer feedback.



INDEPENDENT ASSURANCE STATEMENT

To,

**The Board of Directors,
Tech Mahindra Limited.
Mumbai, India**

Introduction

DNV Business Assurance India Private Limited ('DNV'), has been commissioned by Tech Mahindra Limited (Corporate Identity Number L64200MH1986PLC041370, hereafter referred to as 'Tech Mahindra Ltd or 'the Company') to undertake an independent assurance of the Company's 9 Core attributes (as per Annex I of SEBI circular dated 12 July 2023) in its Business Responsibility and Sustainability Report (hereafter referred as 'BRSR').

Reporting standard/framework

The disclosures have been prepared by the company with reference to:

- BRSR Core - Framework for assurance and ESG disclosures for value chain as per SEBI (Securities and Exchange Board of India) Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122 dated July 12, 2023.
- 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 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.

Intended User

The intended user of this assurance statement is the Management of the company ('the Management').

Level of Assurance

Reasonable Level of assurance for the 9 core indicators of BRSR (Ref: Annexure I of SEBI circular).

Responsibilities of the Management of Tech Mahindra Ltd and of the Assurance Provider

The Management of the company 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 also responsible for the maintaining of processes and procedures for collecting, analyzing and reporting the information and ensuring the quality and consistency of the information presented in the Report. The company is also responsible for ensuring the maintenance and integrity of its website and any referenced BRSR disclosures on their website.

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.

Scope, Boundary and Limitations

Scope

The scope of our engagement includes independent reasonable level of assurance of 'BRSR 9 Core indicators' (Ref: Annexure I of SEBI Circular) for Financial Year (FY) 2023-24.

Boundary of our assurance work:

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

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- Boundary covers the performance of Tech Mahindra Ltd 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 Ltd across all locations in India and abroad.

Limitation(s):

The assurance scope has the following limitations:

- The assurance engagement considers an uncertainty of $\pm 5\%$ 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 opinion on specific BRSR Core indicators (ref- for total revenue from operations; Principle 3, Question 1(c) of Essential Indicators for Spending on measures towards well-being of employees cost incurred as a % of total revenue of the company; Principle 8, Question 4 of Essential Indicators, Principle 1, Question 8 of Essential Indicators and Principle 1, Question 9 of Essential Indicators) 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 this 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.
- The assurance engagement is based on the assumption that the data and information provided by the Company are complete, sufficient and authentic.

Assurance process

As part of the assurance process, a multi-disciplinary team of assurance specialists performed assurance work for selected sites of Tech Mahindra Ltd. 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 format 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 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.
- 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.
- 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 Annex-II.
- Conduct a comprehensive examination of key material aspects within the BRSR Core framework supporting adherence to the assurance based on applicable principles plus specified data and information.

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- DNV teams conducted the:
- Verification of the data consolidation of reported performance disclosures in context to the Principle of Completeness.
- Verification of the consolidated reported performance disclosures in context to the Principle of Completeness as per VeriSustain™ for reasonable level verification for the disclosures.

Conclusion**Reasonable level of Assurance- BRSR 9 Core Indicators**

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 indicators (as listed in Annex I of this statement) for FY 2023-24 are reported in accordance with reporting requirements outlined in BRSR Core (Annexure I of SEBI Circular dated 12 July 2023).

Statement of 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 are 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.

We have complied with the DNV Code of Conduct¹ during the assurance engagement and maintain independence wherever 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 2023-24, 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 for internal use of Tech Mahindra Ltd. DNV maintains complete impartiality toward stakeholders interviewed during the assurance process. We did not provide any services to Tech Mahindra Ltd in the scope of assurance for the reporting period that could compromise the independence or impartiality of our work.

Purpose and Restriction on Distribution and Use

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 the Company for DNV's work or this assurance statement. The usage of this assurance statement shall be governed by the terms and conditions of the contract between DNV and Tech Mahindra Ltd and DNV does not accept any liability if this assurance statement is used for an alternative purpose from which it is intended, nor to any third party in respect of this assurance statement. No part of this assurance statement shall be reproduced, distributed or communicated to a third party without prior written consent.

For DNV Business Assurance India Private Limited

Digitally signed by Chaudhari, Tushar Date: 2024.06.26 13:30:46 +05'30'	Digitally signed by Kakaraparthi, Venkata Raman Date: 2024.06.26 13:38:10 +05'30'
Tushar Chaudhari Lead Verifier, Sustainability Services, DNV Business Assurance India Private Limited, India.	Kakaraparthi Venkata Raman Assurance Reviewer, Sustainability Services, DNV Business Assurance India Private Limited, India.
Sameeksha Patil (Verifier) Roshni Sarage (Verifier) Chandan Sarkar (Verifier) Bharat Panigrahi (HR Expert) 26/06/2024, Pune, India.	

DNV Business Assurance India Private Limited is part of DNV - Business Assurance, a global provider of certification, verification, assessment and training services, helping customers to build sustainable business performance. www.dnv.com

¹ DNV Corporate Governance & Code of Conduct - <https://www.dnv.com/about/in-brief/corporate-governance.html>



Annex I

Verified Data

Sr. No.	Attribute	Parameter	Unit of Measures	Assured Values
1	Green-house gas (GHG) footprint Greenhouse gas emissions may be measured in accordance with the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard*	Total Scope 1 emissions	MT of CO2e	10,574
		Total Scope 2 emissions	MT of CO2e	68,088
		Total Scope 1 and Scope 2 emission intensity per rupee of turnover	MT CO2e/ Revenue from operations in ₹	0.000000151
		Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)	MT CO2e/ Revenue from operations in ₹ adjusted to PPP	0.000003389
		Total Scope 1 and Scope 2 emission intensity in terms of physical output	MT CO2e/ Employee head count	0.613819156
2	Water footprint	Total water consumption	KL	246,525
		Water consumption intensity		
		Water intensity per rupee of turnover	KL/ Revenue from operations in ₹	0.000000474
		Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)	KL / Revenue from operations in ₹ adjusted for PPP	0.00001062
		Water intensity in terms of physical output	KL/Employee Headcount	1.92
		Water Discharge to municipal treatment plant and levels of Treatment	KL Level treatment	141,338 Secondary
3	Energy footprint	Total energy consumed	Giga Joules (GJ)	470,087
		% of energy consumed from renewable sources	In % terms	22.96
		Energy intensity		
		Energy intensity per rupee of turnover	GJ/ Revenue from operations in ₹	0.000000904
		Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)	GJ/ Revenue from operations in ₹ adjusted for PPP	0.0000203
		Energy intensity in terms of physical output	GJ/ Employee head count	3.67
4	Embracing circularity - details related to waste management by the entity	Plastic waste (A)	MT	2.25
		E-waste (B)	MT	59.77
		Bio-medical waste (C)	MT	0.61
		Construction and demolition waste (D)	MT	0
		Battery waste (E)	MT	24.55
		Radioactive waste (F)	MT	Nil
		Other Hazardous waste (G)		
		Used/spent Oil	MT	0.01
		Other Hazardous Waste (G)	MT	0.01
		Non-hazardous waste		
		Food waste	MT	176
		Card board/Paper	MT	5
		Dry Garbage	MT	87.63
		Total Non-Hazardous Waste (H)	MT	269.05
		Total (A+B + C + D + E + F + G+ H)	MT	356.22
Waste intensity per rupee of turnover from operations	Total waste generated / Revenue from operations in ₹	0.000000006851		



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		Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)	Total waste generated / Revenue from operations in ₹ adjusted for PPP	0.000000153
		Waste intensity in terms of physical output	Total waste generated / Employee Headcount	0.00277
		Each category of waste generated, total waste recovered through recycling, re-using or other recovery operations		
		(i) Recycled	MT	344.21
		(ii) Re-used	MT	0
		Total	MT	344.21
		For each category of waste generated, total waste disposed by nature of disposal method		
		(i) Incineration	MT	0
		(ii) Landfilling	MT	12.01
		(iii) Other disposal options	MT	0
		Total	MT	12.01
5	Enhancing Employee Wellbeing and Safety	Spending on measures towards well-being of employees cost incurred as a % of total revenue of the company	In % terms	1.2
		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	Employees :0
			Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees :0
			No. of fatalities	Employees :0
6	Enabling Gender Diversity in Business	Gross wages paid to females as % of wages paid	In % terms	22.3
		Complaints on POSH	Total Complaints on Sexual Harassment (POSH) reported	93
			Complaints on POSH as a % of female employees / workers	0.22
			Complaints on POSH upheld	77
7	Enabling Inclusive Development	Input material sourced from following sources as % of total purchases	Directly sourced from MSMEs/ small producers (In % terms - As % of total purchases by value)	78.79
		Input material sourced from following sources as % of total purchases Directly from within India	Directly sourced from MSMEs/ small producers (In % terms - As % of total purchases by value) Directly from within India	2.17
		Job creation in smaller towns - Wages paid to persons employed in smaller towns (permanent or non-permanent /on contract) as % of total wage cost	Location (In % terms - As % of total wage cost)	
			Rural	Nil
			Semi-urban	Nil
			Urban	17.6
			Metropolitan	82.4
8	Fairness in Engaging with Customers and Suppliers		In % terms	



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		Instances involving loss / breach of data of customers as a percentage of total data breaches or cyber security events	Total Loss/breach of Data of Customers:	0%
			Total Cyber Security breach	0%
		Number of days of accounts payable	(Accounts payable *365) / Cost of goods/services procured	47
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	Nil
			Number of trading houses where purchases are made from	Nil
			Purchases from top 10 trading houses as % of total purchases from trading houses	Nil
			Sales to dealers / distributors as % of total sales	Nil
			Number of dealers / distributors to whom sales are made	Nil
			Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	Nil
			Share of RPTs (as respective %age) in	
			Purchases	85.37
			Sales	9.14
			Loans & advances	Nil
Investments	96			

Note:

Note1: Scope 1 GHG emissions are calculated based on conversion factors from Defra Greenhouse gas reporting: conversion factors 2023.

Note2: Scope 2 GHG emissions for Indian operations are calculated based on the Grid Electricity Emission factor of Central Electricity Authority (CEA)Version_19.0 and overseas operations using location specific grid emission factors from IPCC 2024, DCCEEW, IGES 11.4, US EPA and Defra.

Annex II

Sites selected for audit

S.no	Site	Location
1.	Head office	Hinjewadi, Pune
2.	India Offices	Chennai, Bangalore, Hyderabad
3.	International Offices (Remote audit)	Dailan & Malaysia