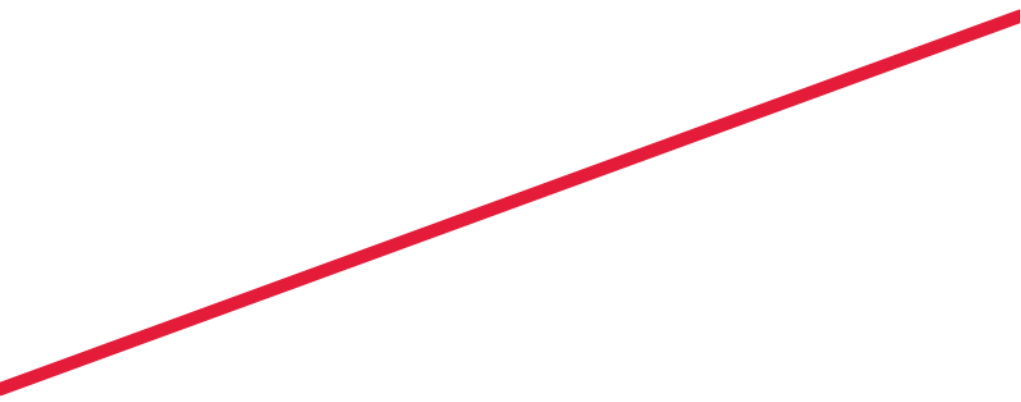


## Environment Policy



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## 1. PURPOSE

As a responsible entity, Tech Mahindra demonstrates a high level of commitment to protect the environment and minimize the impact of its operational activities. Environment Sustainability at Tech Mahindra is based upon and guided by our sustainability strategy and strong governance which is elucidated in the Environmental Policy. This policy establishes a common framework for the definition of our objectives and the implementation of activities that contribute to the continuous improvement of the environmental management system.

## 2. SCOPE

This policy shall apply to all establishments of Tech Mahindra, and each employee shall be made a partner in implementing the policy.

## 3. OUR COMMITMENT

Tech Mahindra's undeterred focus on good corporate governance is strengthened by our commitment to environment protection and sustainable development. We prioritize the prosperity of the planet, generating value for our investors, employees, and business partners. We are committed to reduce our energy and GHG footprints to become Net Zero in line with Paris agreement, conserve freshwater ecosystems to become Water Positive by reducing water withdrawal, consumption volumes and eliminating water pollution, adopt circular economy by minimizing waste to landfill, set and benchmark against the targets to continually improve the environmental performance, increase environmental awareness among stakeholders and create long-lasting value for the society by ensuring the compliance with all environmental laws in every geography we operate in.

## 4. ENVIRONMENT POLICY

Tech Mahindra is a global IT Services & Consulting company, recognizes its efforts in taking various measures to be eco-friendly, conserve energy and water and use them optimally. We aim to fulfil its environmental commitments and goals through the following broad-level actions.

### Organizations environmental footprint

- We take various measures to adopt clean energy sources and reduced energy consumption in our operations and data centers.
- We improve air quality (Indoor & Outdoor) to reduce pollution in the environment.
- We maximize opportunities offered by circular economy, promote the eco-design of our products and services, and minimize the impact of our waste by promoting recover, reuse, recycle, and reduce the generation of waste.
- We are adopting 4R policy, that is reducing usage of natural resources and materials, recovering resources as much as possible, reusing resources wherever practicable and exploring opportunities to recycle materials and thus move towards a circular economy.
- We commit to provide the appropriate access to safe water, sanitation, and hygiene (WASH) for all our employees at the facilities and the local communities to continuously improve the quality of care by identifying issues through use of WASH tool.
- We preserve and protect biodiversity across the legally designated protected areas wherever possible.

**Policy Governance**

- Tech Mahindra has a strong governance framework on climate change and sustainability which includes Board, CSR Committee, Sustainability Council, Corporate Sustainability Cell, and Sustainability Champions. The Board through the CSR Committee oversee and ensures the planning and implementation of the environmental policy.
- We assess, monitor, and mitigate climate change risks and integrate them into our Enterprise risk management (ERM) strategy.

**Compliance with global standards**

- We ensure our business operations are compliant with all applicable environmental laws and regulations
- We shall strive to adopt the practices of Environmental standards like ISO 14001 (Environmental Management System), LEED certifications, Zero Waste to Landfill and ISO 50001 guidelines.
- We commit to and benchmark against all internationally recognized frameworks, including SBTi, TCFD, and GRI.

**Targets and commitments**

- We have set rigorously defined goals that are based on globally accepted scientific principles.
- We are committed to minimizing our impact and have set the target to become carbon neutral by 2030 and Net Zero by 2035 in line with the Paris agreement.
- We set a goal to increase Renewable energy mix to 100% in all our operations.
- We plan to become water positive by 2030.
- We have taken target to certify 100% of owned facilities for Zero Waste to Landfill by 2026.

**Continual improvement**

- We set and benchmark our environmental performance against the set targets to continually improve our environmental performance.
- We have implemented internal carbon pricing mechanism to boost our green investments and reduce our GHG emissions. This will help us to move towards low carbon economy pathway and to adopt clean and efficient technology and practices.

**Stakeholder engagement**

- We enable environmental initiatives and campaigns through our Green Marshals (Employees volunteering towards green initiatives) for efficient use of resources.
- We enable environmental training for employees to understand their impact on the environment.
- We are developing programs and conducting awareness campaigns to optimize processes that will minimize waste generation.
- We are fostering environmental awareness and responsibility among our Customers, Suppliers, and other key business partners on the environmental policy and to adopt environmental commitments by conducting capacity building workshops.

- We are committed to environmental stewardship towards climate protection and water conservation by taking collective action with all relevant stakeholders.
- We monitor and commit to reduce the environmental impact of the value chain, including logistics and distribution.
- We include environmental considerations in due diligence for mergers and acquisitions.

**Communication and Transparency**

- We maintain regular communication with the Executive Management by way of Sustainability Council meetings.
- We are committed to not to fund climate-denial or lobbying against climate regulations.
- We report our independently verified environmental data in accordance with global standards to all our stakeholders to ensure transparency.
- We report our contribution to environmental and climate-change-related issues through relevant international and national forums and to our stakeholders through appropriate communication channels in a transparent manner.

The Environmental policy shall be reviewed annually or whenever there is a major change in process or management practices to ensure its continued applicability and relevance to our operations and evolving stakeholder expectations. We build transparency by publishing it online for easy access to employees, customers & other stakeholders.