

Tech Mahindra's Diversity and Inclusion Initiatives Recognised by Bloomberg

Technology

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*Amongst the only three Indian companies to be included in the Bloomberg
2020 Gender-Equality Index*

Noida, Dallas – 21st January, 2020: Tech Mahindra Ltd. a leading provider of digital transformation, consulting and business reengineering services and solutions, announced today that its diversity and inclusion initiatives have been recognised by Bloomberg. Tech Mahindra is amongst the only three Indian companies to be included in the Bloomberg 2020 Gender-Equality Index (GEI).

GEI measures gender equality across five pillars - female leadership and talent pipeline, equal pay and gender pay parity, inclusive culture, sexual harassment policies, and pro-women brand. Tech Mahindra was evaluated on the basis of financial performance committed to supporting gender equality through policy development, representation, and transparency.

Harshvendra Soin, Chief People Officer, Tech Mahindra, said, "*Tech Mahindra's inclusion in the Bloomberg Gender-Equality Index is a testimony of our effort to create a diverse and inclusive ecosystem. At Tech Mahindra, we value individual differences and focus on providing equal opportunities to all our associates. For us, diversity of every kind is a priority - whether it is*

diversity of nationality, age, gender, thoughts, or abilities, and our constant endeavour is to build a workplace that is 'intentionally' diverse."

As part of this report the index includes 325 companies across 50 sectors headquartered across 42 countries and regions. This year, Bloomberg expanded the eligibility for inclusion in the index to nearly 6,000 companies across 84 countries and regions. In 2019, the GEI had 230 companies from 36 countries and regions.

Peter T Grauer, Chairman of Bloomberg, said, *"The 325 companies included in the 2020 GEI have shown their commitment to transparency and demonstrated leadership in gender-related data reporting. Disclosure of company statistics and practices is an important first step in supporting gender equality globally."*

Tech Mahindra has been one of the early adopters of laying out an inclusive and non-negotiable, diversity and inclusion (D&I) policy. As part of TechMHRNxt, under Tech Mahindra's TechMNxt charter, an initiative to provide the 'workplace of the future' and enhance employee experience, dignity of each associate is upheld as one of our core values. At Tech Mahindra, diversity is an instrument of growth, and the uniqueness of every individual is celebrated by fostering an environment of inclusion and empowerment.

About Tech Mahindra

Tech Mahindra represents the connected world, offering innovative and customer-centric information technology experiences, enabling Enterprises, Associates and the Society to Rise™. We are a USD 4.9 billion company with 125,700+ professionals across 90 countries, helping 941 global customers including Fortune 500 companies. Our convergent, digital, design experiences, innovation platforms and reusable assets connect across a

number of technologies to deliver tangible business value and experiences to our stakeholders. Tech Mahindra is the highest ranked Non-U.S. company in the Forbes Global Digital 100 list (2018) and in the Forbes Fab 50 companies in Asia (2018).

The Mahindra Group is a USD 20.7 billion federation of companies that enables people to rise through innovative mobility solutions, driving rural prosperity, enhancing urban living, nurturing new businesses and fostering communities. It enjoys a leadership position in utility vehicles, information technology, financial services and vacation ownership in India and is the world's largest tractor company, by volume. It also enjoys a strong presence in agribusiness, aerospace, commercial vehicles, components, defense, logistics, real estate, renewable energy, speedboats and steel, amongst other businesses. Headquartered in India, Mahindra employs over 2,40,000 people across 100 countries.

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