Tech Mahindra Included In ‘2021 Bloomberg Gender-Equality Index’ for Second Consecutive Year

Technology

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Amongst the 7 Indian companies to be recognised for female leadership, gender pay parity, inclusive culture, sexual harassment policies, and being a pro-women brand

New Delhi - February 08, 2021: Tech Mahindra, a leading provider of digital transformation, consulting and business re-engineering services and solutions, today announced that it has been included in 2021 Bloomberg Gender-Equality Index (GEI) for the second consecutive year. Tech Mahindra is amongst the seven Indian companies to be included in Bloomberg’s Gender-Equality Index (GEI). The 2021 Index comprises of 380 countries with a combined market capitalisation of 14 USD trillion headquartered in 44 countries and regions across 11 sectors.

The Bloomberg GEI measures gender equality across five pillars including female leadership and talent pipeline, equal pay and gender pay parity, inclusive culture, sexual harassment policies and pro-women brand. The framework is comprised of 59 questions and a company’s GEI Score is

determined by its level of disclosure and its performance (data excellence). Tech Mahindra is included in the 2021 list for scoring at or above a global threshold established by Bloomberg to reflect a high level of disclosure and overall performance across the framework's five pillars.

Harshvendra Soin, Global Chief People Officer & Head of Marketing, Tech Mahindra, said, *"Tech Mahindra being included in the 2021 Bloomberg Gender-Equality Index is a testimony of our 'intentionally diverse' and 'naturally inclusive' philosophy that empowers our ecosystem to RiseTM. We were amongst the early adopters of a non-negotiable, diversity and inclusion (D&I) policy, which has helped us built an inclusive culture where the 'diversity of thoughts' has spurred innovation and creativity in our associates."*

The Bloomberg GEI provides managers and investors with comparative information on gender-equality performance of the world's biggest companies. This unique barometer of gender-equality performance provides transparency to gender-related practices and policies at publicly listed companies increasing the breadth of environmental, social, governance (ESG) data available to investors. Starting with the full universe of 11,500+ public companies in Bloomberg's ESG data set, the team screens companies to be eligible for inclusion in the index with cut-off based on market capitalization, level of public disclosure and data excellence.

"The companies included in the 2021 GEI are expanding the ESG data universe to include gender-related data that investors are demanding today," said Peter T.

Grauer, Chairman of Bloomberg. "Their commitment to disclosure is making the business case for inclusion and driving transparency in the markets."

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 offers innovative and customer-centric digital experiences, enabling enterprises, associates and the society to Rise™. We are a USD 5.2 billion organization with 121,900+ professionals across 90 countries helping 997 global customers, including Fortune 500 companies. We are focused on leveraging next-generation technologies including 5G, Blockchain, Cybersecurity, Artificial Intelligence, and more, to enable end to end digital transformation for global customers. Tech Mahindra is one of the fastest growing brands and amongst the top 15 IT service providers globally. Tech Mahindra has consistently emerged as a leader in sustainability and is recognized amongst the '2021 Global 100 Most sustainable corporations in the World' by Corporate Knights. With the NXT.NOW framework, Tech Mahindra aims to enhance 'Human Centric Experience' for our ecosystem and drive collaborative disruption with synergies arising from a robust portfolio

of companies. We aim at delivering tomorrow's experiences today, and believe that the 'Future is Now'.

We are part of the Mahindra Group, a USD 19.4 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 renewable energy, agribusiness, logistics and real estate development. Headquartered in India, Mahindra employs over 2,56,000 people across 100 countries.

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