

April 14, 2026

Modern Slavery Statement - Sustainability Disclosure

The purpose of the statement is to communicate Mahindra's approach to labour and human rights risks, aligned with global best practices, key international frameworks (UNGPs, ILO, OECD) and the disclosure expectations of institutional investors and leading ESG rating agencies such as DJSI, MSCI, and Sustainalytics.

Statement:

"Mahindra is committed to ensuring that modern slavery does not take place within its operations, supply chain, or any part of its business. The Company addresses risks related to labour practices and human rights through its established governance frameworks, policies, and responsible business practices.

These are embedded within the Company's Code of Conduct, Human Rights, Supplier engagement policies & processes, and due diligence mechanisms, with expectations for fair and ethical labour practices across business relationships. The Company also maintains appropriate grievance and reporting channels to enable stakeholders to raise concerns and continues to strengthen its systems, awareness, and controls over time."



Rohit Thakur**Group Chief Human Resource Officer**

Ankit Todi**Chief Sustainability Officer**