Tech Mahindra Included in Bloomberg Gender-Equality Index for the Fourth Consecutive Year

Brand

New Delhi – February 1st, 2023: <u>Tech Mahindra</u> , a leading provider of digital transformation, consulting, and business re-engineering services and solutions, today announced that it has been included in Bloomberg Gender-Equality Index (GEI) for the fourth consecutive year. Tech Mahindra is amongst the 8 Indian organizations to be included in 2023 Bloomberg's Gender-Equality Index (GEI). The 2023 GEI reaches globally to represent 45 countries and regions, including firms headquartered in Luxembourg, Ecuador, and Kuwait for the first time. Member companies represent a variety of sectors, including financials, technology, and utilities, which continue to have the highest company representation in the index from 2022.

As part of this report, 484 companies are included in the 2023 Bloomberg Gender-Equality Index(GEI), a modified market capitalization-weighted index developed to gauge the performance of public companies dedicated to reporting gender-related data. This reference index measures gender equality across five pillars: leadership & talent pipeline, equal pay & gender pay parity, inclusive culture, anti-sexual harassment policies, and external brand. Tech Mahindra is included in the 2023 list for scoring at or above a global threshold established by Bloomberg to reflect disclosure and the

achievement or adoption of best-in-class statistics and policies.

Harshvendra Soin, Global Chief People Officer & Head – Marketing, Tech Mahindra, said, *"Our consistent recognition in the Bloomberg Gender Equality Index for the fourth year in a row showcases our steadfast commitment to diversity and inclusiveness within our workplace. We firmly believe in the transformative power of gender parity and have demonstrated this through our efforts to offer equitable opportunities, cultivate a diverse and inclusive culture, prioritize wellness, and support the authenticity of all our employees. Our diversity, equity, and inclusion policies not only promote a sense of belonging among our team members but also enable them to flourish in a purpose-driven and empowering environment. As we rise for a more equal world, we remain steadfast in our mission to drive change and advance gender equality within our company and beyond"*

Tech Mahindra provides equal opportunities for people of all genders, encourages LGBTQ+ through progressive policies, empowers people with disabilities, and strives to create an inclusive environment for people of all generations. With initiatives like the Women Leaders Program, Junior TechMighty, Sexual Reassignment Surgery Policy, and insurance benefits for same-sex partners, the organization has created an equitable work environment free of discrimination.

Peter T. Grauer, Chairman of Bloomberg and Founding Chairman of the U.S. 30% Club, said, *"Congratulations to Tech Mahindra and the other companies that are included in the 2023 GEI. We continue to see an increase in both interest and membership globally, reflecting a shared goal of transparency in gender-related metrics."*

As part of NXT.NOWTM framework, which aims to enhance 'Human Centric Experience', Tech Mahindra focuses on investing in emerging technologies and solutions that enable digital transformation and meet the evolving needs

of the customer.

About Bloomberg:

Bloomberg is a global leader in business and financial information, delivering trusted data, news, and insights that bring transparency, efficiency, and fairness to markets. The company helps connect influential communities across the global financial ecosystem via reliable technology solutions that enable our customers to make more informed decisions and foster better collaboration. For more information, visit Bloomberg.com/company or request a demo.

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About Tech Mahindra:

Tech Mahindra offers innovative and customer-centric digital experiences, enabling enterprises, associates and the society to Rise for a more equal world, future readiness, and value creation. It is a USD 6+ billion organization with 157,000+ professionals across 90 countries helping 1290 global customers, including Fortune 500 companies. It is focused on leveraging next-generation technologies including 5G, Metaverse, Blockchain, Quantum Computing, Cybersecurity, Artificial Intelligence, and more, to enable end-to-end digital transformation for global customers. It is the only Indian company in the world to receive the HRH The Prince of Wales' Terra Carta Seal for its commitment to creating a sustainable future. It is the fastest growing brand globally in 'brand value rank' and amongst the top 7 IT brands globally in brand strength with AA+ rating. With the NXT.NOWTM framework, Tech Mahindra aims to enhance 'Human Centric Experience' for its ecosystem and drive collaborative disruption with synergies arising from a robust portfolio of companies. Tech Mahindra aims at delivering tomorrow's experiences today and believes that the 'Future is Now'.

Tech Mahindra is the part of the Mahindra Group, founded in 1945, one of the largest and most admired multinational federation of companies with 260,000 employees in over 100 countries. It enjoys a leadership position in farm equipment, utility vehicles, information technology and financial services in India and is the world's largest tractor company by volume. It has a strong presence in renewable energy, agriculture, logistics, hospitality and real estate. The Mahindra Group has a clear focus on leading ESG globally, enabling rural prosperity and enhancing urban living, with a goal to drive positive change in the lives of communities and stakeholders to enable them to Rise.

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