



MAHINDRA GROUP'S SUSTAINABILITY JOURNEY

Building momentum on nature

March 2025

Mahindra is a conglomerate at the forefront of India's green automotive and agri-business technology. With a deep commitment to **sustainability and environmental stewardship**, Mahindra is working to become a 'Planet Positive' business. In August 2024, the company introduced a [Biodiversity Policy](#), outlining its plans to 'operate in harmony with nature' and reflecting Mahindra's growing commitment to **taking**

action on nature alongside climate. Aligned with Business for Nature's [ACT-D](#) high level business actions on nature — Assess, Commit, Transform, Disclose — Mahindra's Sustainability Framework and inaugural Biodiversity Policy demonstrate how **leadership and long-term planning** can come together to ensure that nature is viewed as a core component of corporate sustainability strategies.

Recent highlights

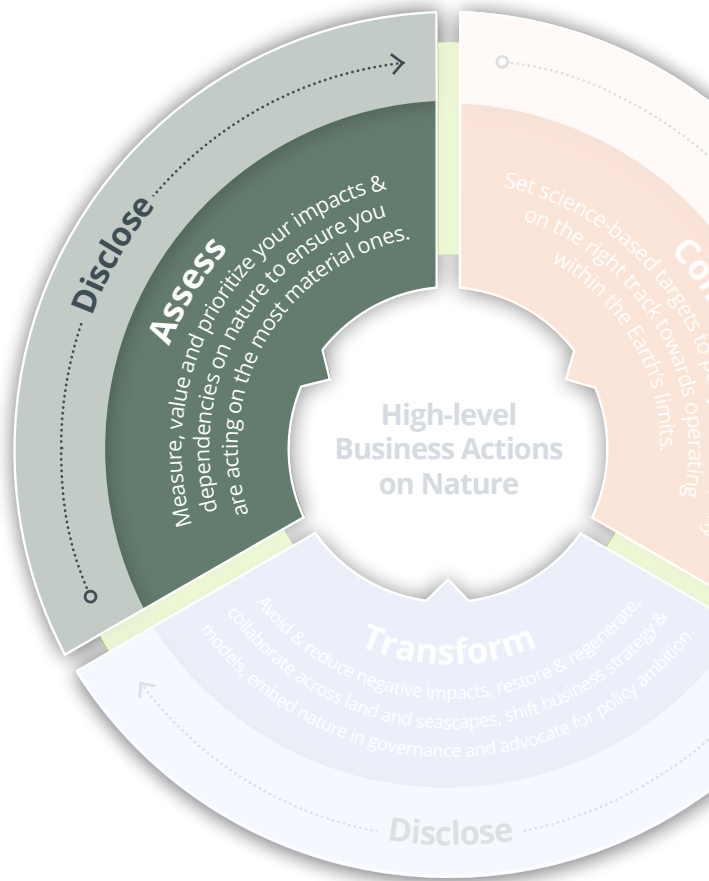
- Water-positive at group level **since 2014**
- **39%** of freshwater withdrawn was recycled and reused
- **>80%** of Mahindra & Mahindra Ltd sites have been certified to send Zero Waste to Landfill
- **25 million** trees planted across India under Project Hariyali



Assess: A holistic approach to sustainability and materiality

Mahindra's mission is clear: to **become a 'Planet Positive' business and a leader in ESG**. To achieve this, they have built a **holistic Sustainability Framework** anchored on three key pillars: greening operations, decarbonizing the supply chain, and rejuvenating nature.

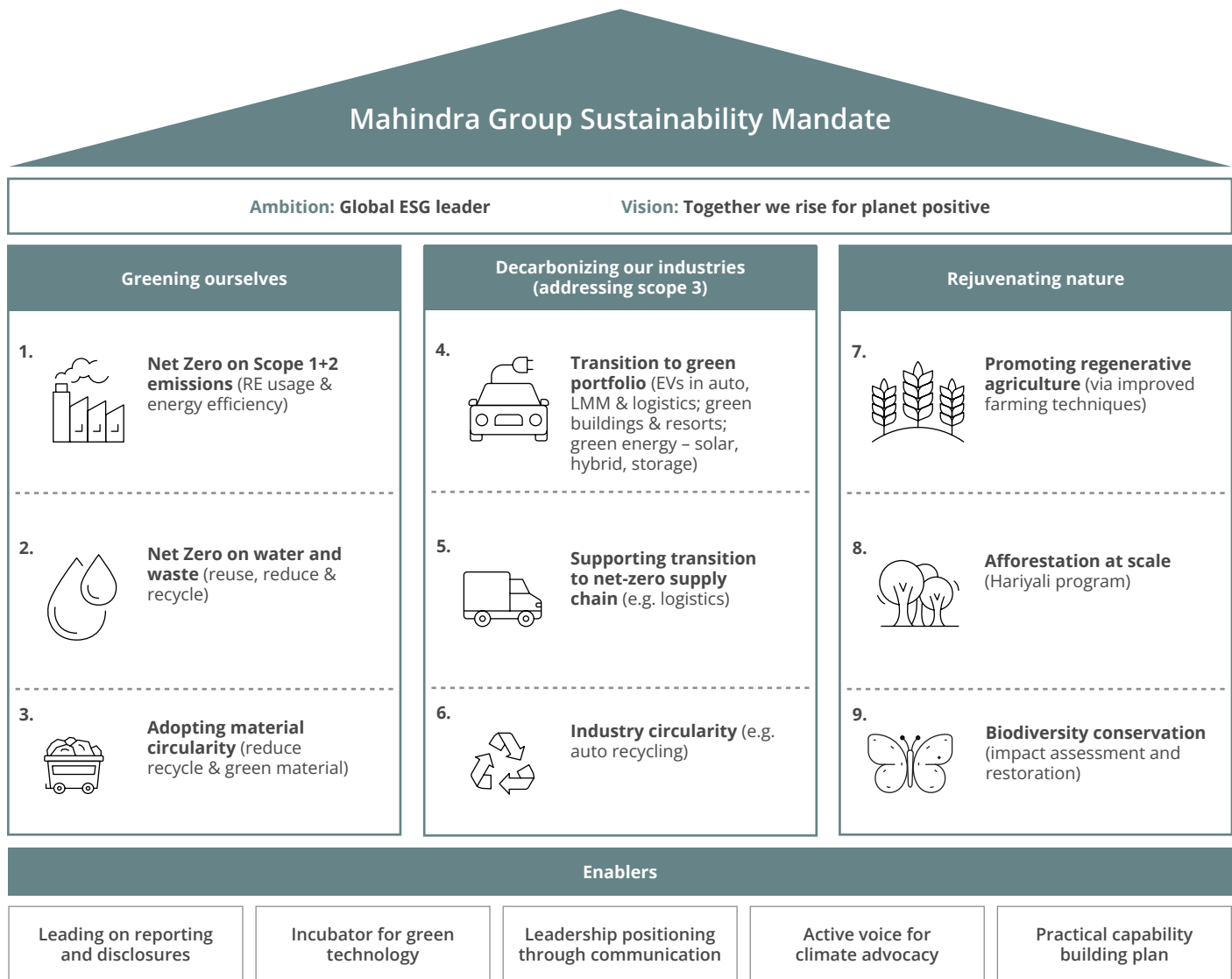
Mahindra **aims to manage its impact on nature** by conducting impact assessments across sites, maintaining ecosystems, and training local communities in sustainable farming practices. For instance, in 2023, Mahindra worked with the Confederation of Indian Industry to **conduct audits across 20 locations on biodiversity parameters** including regulatory, physical and transition risks. Various risks were identified, for example: dependency on mangrove plantations for flood mitigation and high dependency on groundwater across nearly all plants. The audit then outlined various actions to mitigate these dependencies, an example of which you can find in the spotlight box on page 7.



What makes Mahindra's overall sustainability approach unique is their **deep involvement of stakeholders** at every step. Through a **double materiality assessment**, Mahindra engages with senior management, employees, suppliers, dealers, customers, communities, academia and government. These consultations happen through personal interactions, surveys, and events, ensuring that no perspective is missed.

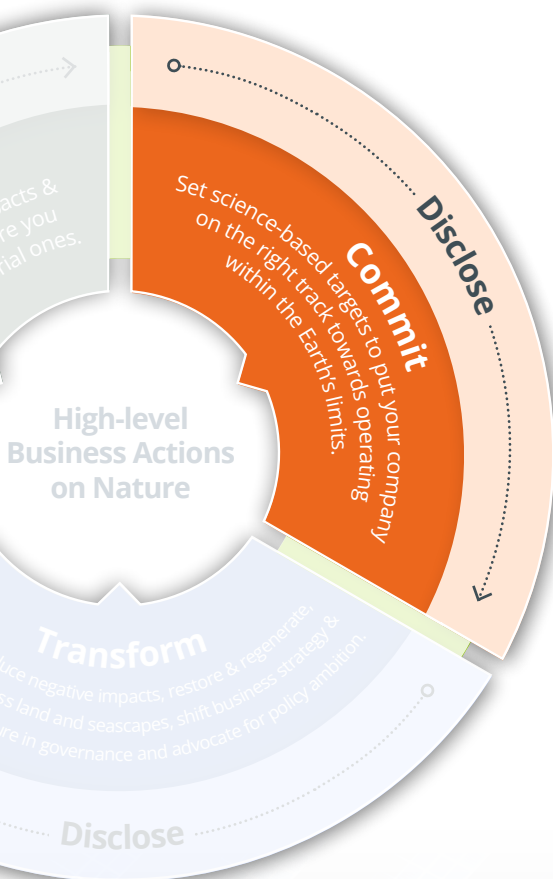


Mahindra aims to be a ‘Planet Positive’ business with three pillars, embracing a holistic nature and climate strategy



“At Mahindra, our ‘Planet Positive’ mission is anchored in three pillars: greening operations, decarbonizing the supply chain, and rejuvenating nature, and we’ve set ambitious, measurable goals to achieve real progress. We believe that a healthy planet is not just good for the environment, it’s essential for long-term business success.”

Mr. Ankit Todi, Chief Sustainability Officer, Mahindra Group

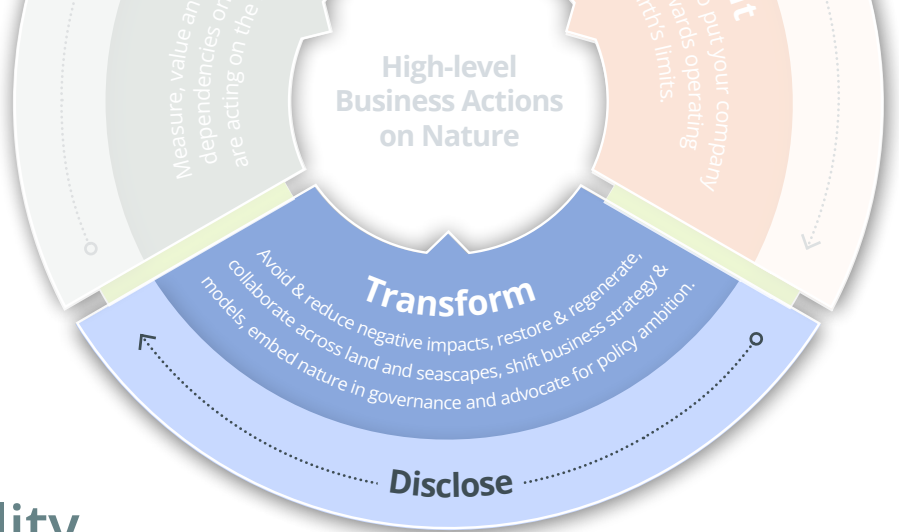


Commit: Goals and objectives guiding Mahindra's nature journey

To track progress on its nature and sustainability journey, Mahindra has set several goals and objectives:

- **Biodiversity Policy:** The document developed by Mahindra Group **sets out the guidelines** the company will follow to '**Operate in Harmony with Nature**'. In it, amongst other things, Mahindra commits to **assess nature impacts and dependencies**, continue **efforts to incorporate No Net Loss for Biodiversity**, and **Advocacy and Thought Leadership** on nature.
- **Resource management:** Mahindra is committed to achieving **100% Zero Waste to Landfill certification coverage by 2030** and **aims for a 5% annual reduction in freshwater consumption**. The group is also committed to **remaining water positive**, producing more water than it consumes.
- **Carbon neutrality:** Mahindra aims for Scope 1 and 2 carbon neutrality by 2040, following SBTi guidance. This includes a **47% reduction in emissions per unit of product by 2033** (from a 2018 baseline) and achieving **100% renewable energy by 2030**.
- **Supply chain:** A **30% reduction in Scope 3 emissions per unit** is also part of their target.

Transform: Bold steps to transform and embed sustainability



Mahindra has developed various nature initiatives aimed at embedding best practices across its operations:

- **Rejuvenating ecosystems:** Through [Project Hariyali](#), Mahindra has planted over **25 million trees** since 2007, sequestering more than **390,000 tons of carbon dioxide**. Over the years, the project has reforested the tribal hilly region of Araku, **supporting the livelihoods of more than 27,500 tribal farmer families**, significantly increasing their average income. Now, the focus has shifted to maintaining and conserving these new natural assets to ensure a lasting impact on biodiversity. Additionally, Mahindra's World City [Urban Forest initiative](#) in the city of Chennai used the Miyawaki method to plant 300,000 saplings on 150 acres, enhancing biodiversity and restoring green cover.
- **Biodiversity integrated project development:** Mahindra Group's green building arm, Mahindra Lifespaces integrates biodiversity conservation throughout the project lifecycle. From the land acquisition stage to the final phase, environmental due diligence ensures responsible land selection. During design and operations, the focus is on incorporating local species and the preservation of existing vegetation. In specific cases, trees are transplanted to minimize ecological impact and maintain biodiversity.
- **Sustainable agriculture practices:** Mahindra aims to **enable adoption of sustainable agriculture and farm resilience through its products and technologies**. For example, the company's micro irrigation solutions contribute to energy and water efficiency, while its potato and rice seeds reduce the need for irrigation and fertilizers. Additionally, Mahindra has **delivered regenerative farming practices training to more than 25,000 women farmers** from Punjab, Uttar Pradesh, and Maharashtra. A similar initiative – Project Prerna – provided **sustainable farming upskilling to more than 6,000 women to augment their farm-based livelihood**. Topics included crop productivity enhancement and farm mechanization to ensure women's incomes improved.
- **Water security:** The company is tackling its water footprint through initiatives like **water conservation plans, rainwater harvesting, and leak detection technologies**. For instance, Mahindra's Nagpur farm division cut water consumption by over 30%, leading to a 20% reduction in operational costs. In addition, **Mahindra has significantly increased the water table¹ in the Zaheerabad region** – from 137 to 18 metres in the last two decades. To achieve this, Mahindra worked with the local government and communities to implement **initiatives such as groundwater recharge systems, greywater treatment and efficient water utilization**.
- **Turning waste into wealth:** In FY24, the company successfully diverted nearly **70% of its waste from landfills** and more than 80% of Mahindra & Mahindra Ltd. sites have been certified to send Zero Waste to Landfill. In 2024, Mahindra Lifespaces launched [Mahindra Zen, Bengaluru's first Net Zero Waste and Energy residential project](#). Mahindra Last Mile Mobility has also **partnered with Attero, a leader in Lithium-ion battery recycling company**, to ensure responsible battery disposal of its vehicles.
- **Emission reductions:** In the automotive division, Mahindra has achieved a 10% reduction in Scope 1 and 2 emissions intensity in FY24 compared to the previous year. These improvements are thanks to investments in areas such as **renewable energy and energy efficiency**.

¹ The water table is the boundary between the unsaturated zone and the saturated zone underground. A lower water table (e.g., 137 meters) means groundwater is deep and harder to access, while a higher water table (e.g., 18 meters) means groundwater is closer to the surface, and easier to access.

Spotlight: Biodiversity transformation at Mahindra's Igatpuri Plant

The engine manufacturing plant at Igatpuri in the State of Maharashtra, India, faced significant challenges due to its limited green belt area, resulting in high dust levels, soil erosion, and low biodiversity. To address these issues, the Igatpuri team implemented a comprehensive biodiversity plan which included planting over 80,000 trees and 29 species of

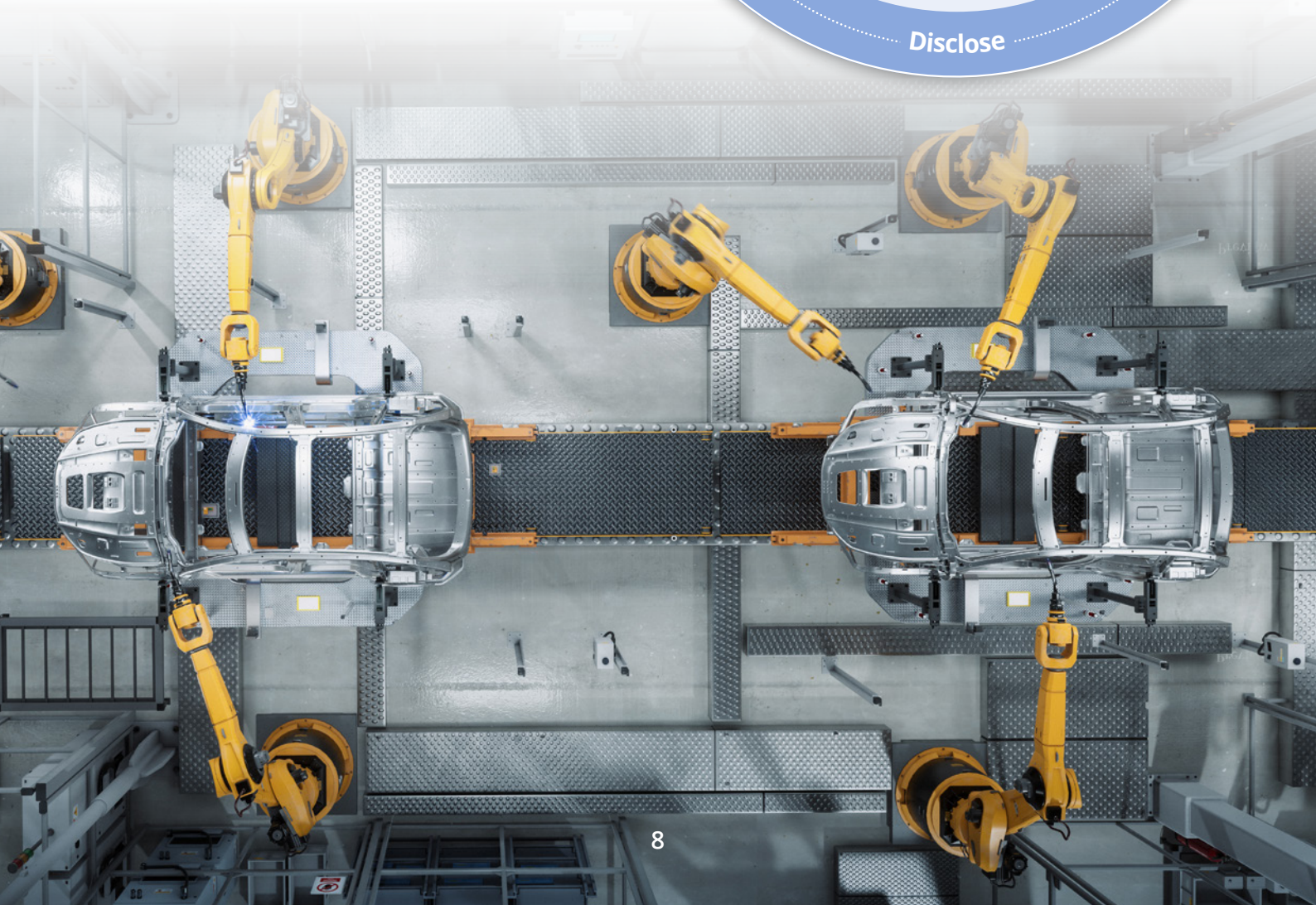
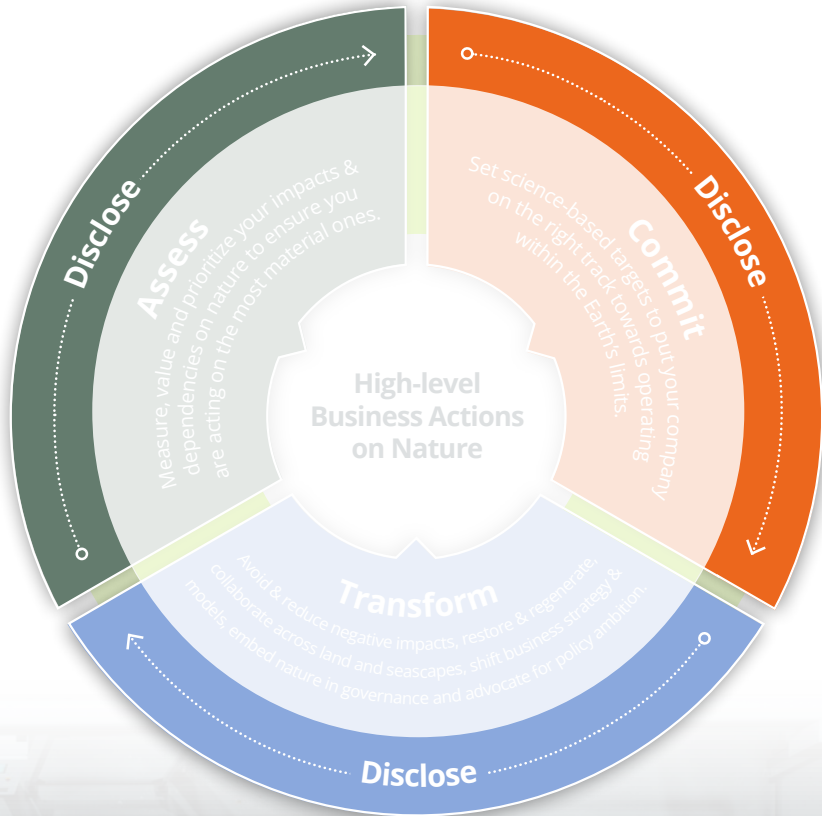
shrubs, creating butterfly and botanical gardens, and employing water conservation measures. This intervention increased green coverage from 25 to 63%, significantly reduced dust levels by 75%, lowered the ambient temperature by 2°C, and improved both the ecosystem balance and working conditions for employees.



Disclose: Transparency and ongoing stakeholder engagement

Mahindra is dedicated to openly sharing its nature and sustainability journey through [annual sustainability reports](#), where it discloses data on key metrics and initiative in areas such as biodiversity, water, waste and carbon emissions. These reports are designed to **align with leading frameworks**, including the Task Force on Climate-related Financial Disclosures (TCFD), the World Economic Forum's Stakeholder Capitalism Metrics, and the United Nations Sustainable Development Goals (UN SDGs).

In addition to regular reporting, Mahindra puts strong emphasis on **stakeholder engagement**. The company frequently interacts with various groups, including suppliers, and this continuous dialogue helps Mahindra refine and enhance its Sustainability Framework, ensuring it meets the needs and expectations of all stakeholders.



Insights from Mahindra on embracing nature and sustainability

The Mahindra case study offers three important lessons for companies aiming to make significant progress in sustainability:

- 1. Strong leadership is crucial for driving initiatives:** For businesses to truly champion nature and sustainability, senior management must have a clear strategic vision and be committed to its implementation. This has inspired employees and driven meaningful change across the organization.
- 2. A long-term perspective is essential:** Companies must consider the long-term environmental and social impacts of their decisions, not just short-term financial gains. Businesses can build resilience, mitigate risks, and create long-lasting value.
- 3. External pressures can be a powerful catalyst for change:** Investors, policymakers, and consumers are increasingly demanding sustainable practices from businesses. By responding to these pressures, companies can unlock financing and support to implement ambitious sustainability goals.

