LTIM/SE/STAT/2025-26/38 July 15, 2025

National Stock Exchange of India Limited,
Exchange Plaza, Bandra-Kurla Complex,
Bandra (E),
Mumbai - 400 051

NSE Symbol: LTIM

The BSE Limited,
Phiroze Jeejeebhoy Towers,
Dalal Street,
Mumbai - 400 001

BSE Scrip Code: 540005

Dear Sir(s)/Madam,

Subject: Submission of Sustainability Report for FY 2024-25

We are enclosing herewith a copy of the Sustainability Report for FY 2024-25 along with the Chief Financial Officer's communication to our investors.

Please take the same on your records.

Thanking You,

Yours faithfully,
For LTIMindtree Limited

Angna Anish Arora
Digitally signed by Angna Anish Arora
Date: 2025.07.15 18:05:42 +05'30'

Angna Arora
Company Secretary & Compliance Officer

Encl.: As above

Dear Investor,

I am pleased to share LTIMindtree's Sustainability Report for FY 2024-25, titled 'Sustainable Tapestry: Weaving a Better Future.'

This year's theme reflects our belief that sustainability is not a separate charter, but a common and integral thread woven into everything we do. From climate action to inclusive growth, we are embedding environmental and social responsibility, ethical governance, and economic sustainability into the very fabric of our business.

Our journey of sustainability excellence earned rank #13 in Businessworld's India's Top 50 Most Sustainable Companies and #5 in the IT and Communications sector.

Over the past year, we achieved a 74% reduction in Scope 1 emissions and a 76% reduction in Scope 2 emissions per capita since FY19. Additionally, 60% of our energy now comes from renewable sources. We are named a Financial Times Climate Leader in Asia Pacific for the third consecutive year for our environmental stewardship towards low-carbon operations and climate resilience.

We also strengthened our commitment to inclusive growth, with women representing over 30% of our workforce and positively impacting 748,915 beneficiaries across India focusing on education, empowerment, environment, health and wellness.

As part of the L&T Group, we continuously strive to uphold the highest standards of corporate governance. I am proud to share that we were honored with the prestigious Golden Peacock Award for Excellence in Corporate Governance 2024 (FY24). This recognition stands as a testament to our enduring principles, values, and ethos.

This sustainability report is externally assured for data integrity and aligns with multiple national and international sustainability standards and frameworks. Last year's sustainability report earned us three prestigious international awards from the League of American Communications Professionals (LACP) and the ESG Transparency Award from EUPD Research Sustainable Management GmbH.

These achievements stem from our steadfast belief that purpose and performance must move forward together. I invite you to explore the full report and discover how we have driven transformative and sustainable impacts across all our operations and communities.

A heartfelt thank you to our incredible team and partners for being an integral part of this journey. Together, we are weaving a more resilient, inclusive, and sustainable future for everyone.

Regards,

Vipul Chandra
Chief Financial Officer

LTIMindtree

Sustainable Tapestry

Weaving a Better Future

Sustainability Report 2024–25

Embracing the theme

LTIMindtree embarks on a visionary journey with the theme

"Sustainability Tapestry: Weaving a Better Future"

This theme reflects our steadfast commitment to crafting a sustainable world through collaborative efforts and innovative solutions.

At the core of the **'Sustainability Tapestry'** is our dedication to intertwining diverse threads of environmental stewardship, social responsibility, and economic growth.

More than just sustainability, it is about weaving a future where every initiative contributes to a harmonious and thriving planet.

Our journey begins with a deep understanding of the interconnectedness of our actions and their impact on the world. We recognize that sustainability is not a solitary endeavor, but a collective tapestry woven from the contributions of individuals, communities, and organizations.

By fostering partnerships and embracing diverse perspectives, we aim to create a fabric of change that is resilient and inclusive.

As we embark on this journey, we remain committed to transparency and accountability. We will measure our progress, share our learnings, and continuously refine our strategies to ensure that our sustainability tapestry is robust and impactful.

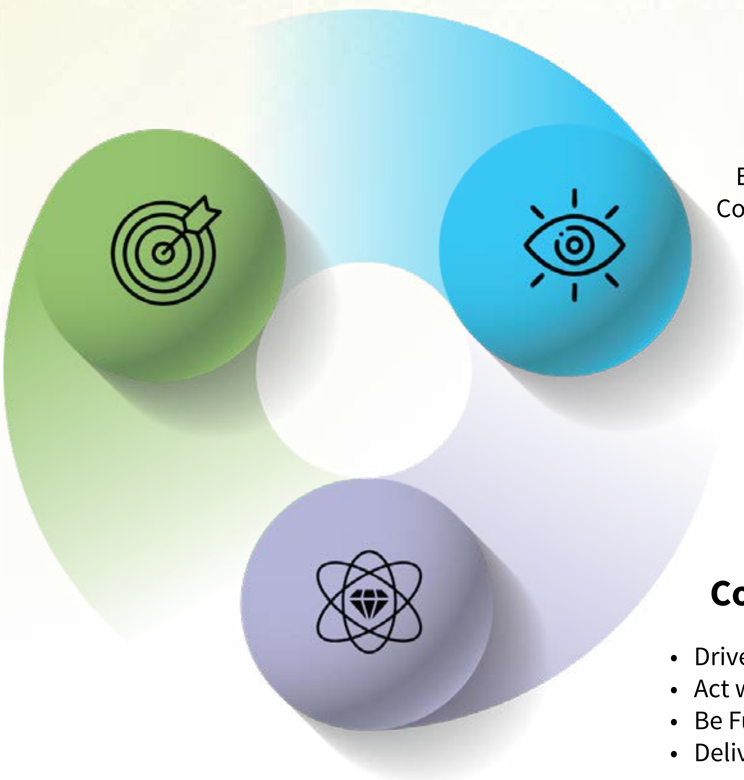
Together, we will weave a future where businesses thrive as responsible stewards of the planet, setting new standards for sustainable development and inspiring generations to come.

Table of Contents

Click on the titles to know more

Embracing Our Journey

Meet LTIMindtree: Our Story Begins



Purpose

Solve to Unleash Possibilities

Vision

Enabling Businesses and Communities to flourish in a Hyperconnected World

Core Values

- Driven by Purpose
- Act with Compassion
- Be Future-Ready
- Deliver Impact

LTIMindtree is a leading global provider of technology consulting and digital solutions, dedicated to empowering enterprises across various industries to reinvent their business models, accelerate innovation and achieve sustainable growth through the adoption of digital technologies. Formed in 2022 through the merger of LTI (Larsen & Toubro Infotech) and Mindtree—both subsidiaries under the Larsen & Toubro Group, LTIMindtree has swiftly positioned itself as a global leader in technology consulting and digital solutions.

This strategic amalgamation has significantly broadened our capabilities, empowering us to offer a diverse array of innovative digital services tailored to address the evolving needs of contemporary enterprises.

Serving over 700 clients, we leverage our profound expertise in technology and various industry domains. With a global workforce exceeding 84,000 professionals across 117 offices in 41 countries, we excel in crafting innovative digital experiences for both web and mobile platforms. We empower organizations across Banking, Hi-tech, Communications, Media, Energy, Healthcare, Manufacturing, Retail, and Hospitality sectors with tailored solutions that drive innovation, enhance operational efficiency, and deliver exceptional value. Through our services in consulting, cloud, cybersecurity, data, digital engineering, enterprise applications, and artificial intelligence, we endeavor to enhance client experiences and drive sustainable growth for businesses.

The table summarizes our progress in FY 2024-25 towards key long-term goals, serving as a snapshot of our ESG initiatives:

People	Planet	Profit
Talent Pool **84,307**	GHG Emissions **65,930 tCO_2e**	Revenue **INR 380,081 Million**
Women in Talent Pool **30.37%**	Energy Consumption **241,984 GJ**	Profit **INR 46,020 Million**
New Hire **23,201**	Renewable Energy **60.33%**	EBIT **14.5 %**
Average Learning Hours **79.28 Hours**	Waste Recycled **97.21%**	Order Book Value **USD 5.99 Billion**
CSR Spend **INR 928 Million**	Water Consumption **361.833 ML**	Active Clients **741**
CSR Threshold Limit **INR 928 Million**	Environmental Capex Spend **INR 14,571,430**	Customer Satisfaction Rating (On a Scale of 1-7): **5.98**
CSR Beneficiaries **748,915**	Certified Green Buildings offices in India: **62%**	USD 5 Million+ Clients: **154** USD 50 Million+ Clients: **14**
Trees Maintained **2,734,785 Million**	Total Procurement Spent on Diverse Suppliers: **12%**	Global Presence **41 Countries**

Behind the Pages: Purpose of This Report

We are pleased to present our third annual Sustainability Report, showcasing LTIMindtree's ESG performance and initiatives. Developed in line with Global Reporting Initiative (GRI) Universal Standards 2021, the report covers ESG data from April 1, 2024, to March 31, 2025. We align our growth with environmental and community responsibilities, offering insights into our leadership, culture, and strategy to deliver value while managing risks. The report includes both quantitative and qualitative ESG metrics central to our sustainability agenda.

We uphold the highest standards of transparency and accountability in sustainability reporting. Structured around core material issues and our ESG Vision, the report incorporates stakeholder contributions and aligns with multiple frameworks and standards such as United Nations Global Compact (UNGC), Sustainable Development Goals (SDGs), Taskforce on Climate-related Financial Disclosures (TCFD), Taskforce on Nature-related Financial Disclosures (TNFD), Sustainability Accounting Standards Board (SASB), National Guidelines on Responsible Business Conduct (NGRBC), GRI (Global Reporting Initiative), and other ESG criteria like CDP (Carbon Disclosure Project), SBTi (Science-Based Targets initiatives) etc. Integrating these frameworks offers a robust overview of our sustainability performance and objectives. This report underscores our leadership's commitment to sustainability and their role in steering our initiatives towards a sustainable future.

Using an operational control approach, we have focused on India operations for our environmental initiatives as it is the location of our largest employee base and environmental impacts. We continue reporting on our global operations for the economic and social categories. We have included key information relating to our subsidiaries. The TNFD assessment and disclosures are limited to LTIMindtree's campuses located in India. Locations include Bengaluru, Bhubaneshwar, Chennai, Coimbatore, Delhi, Hyderabad, Kochi, Kolkata, Mumbai, Mysore, Nagpur, Noida, Pune, and Warangal.

TUV India Pvt Ltd, an independent third party, has provided reasonable assurance for this report according to GRI Universal Standards 2021, AA1000AS Assurance Standard, ISAE 3000 Revised, and international assurance best practices. LTIMindtree's sole affiliation with TUV is for assurance services related to this report and BRSR. Please see page no. 87 for the assurance statement.

From Commitment to Impact: Leading with Purpose

A Message from Our CEO and Managing Director

"Our approach to sustainability is holistic — encompassing environmental stewardship, social responsibility, and governance excellence. By weaving these elements together, we aim to create a resilient tapestry that not only strengthens our business but also contributes to the well-being of our planet and society."

As we conclude another transformative year, I am proud to share the progress we have made in advancing our sustainability journey — one rooted in responsibility, driven by innovation, and shaped by the evolving expectations of our stakeholders.

In FY2024-25, the global business landscape continued to evolve, presenting both challenges and opportunities. At LTIMindtree, we responded by staying true to our core purpose: delivering long-term stakeholder value through sustainable and inclusive growth.

Technology continues to be a key enabler of our mission. By harnessing the power of AI, machine learning, and blockchain, we are not only enhancing experiences for our people and clients but also driving meaningful environmental and social outcomes. These technologies help us better align business performance with purpose.

Our sustainability journey is guided by a holistic ESG charter, enabling us to achieve mission-critical environmental, social, and governance targets. Our commitment to sustainability excellence is evident with Businessworld's India's Most Sustainable Companies Top 50 listing and several accolades highlighting our leadership in sustainability reporting and best practices.

This year, we advanced our environmental stewardship by setting new benchmarks to achieve our Net Zero goal. Our partnership with the United Nations Global Compact (UNGC) and Taskforce on Nature-related Financial Disclosures (TNFD) strengthens our accountability and commitment to ecosystem health.

Inclusivity remains central to our culture. Recognitions such as being named among the Top 50 Best Companies for Women in India and the Top 20 Best IT Companies for Women underscore our commitment to diversity, equity, and employee well-being — not just as values, but as drivers of innovation and progress.

In FY25, our corporate social responsibility initiatives positively impacted 748,915 beneficiaries across India — focusing on education, empowerment, environment, health, and wellness. Each initiative is a step toward our goal of shared prosperity.

We are strengthening industry partnerships and advocating responsible business practices in our value chain to tackle global challenges like climate change and social inequity. Looking ahead, we aim to grow into a USD 10 billion enterprise, not just through business excellence, but by leading with integrity, transparency, and sustainability.

With this report, "Sustainability Tapestry: Weaving a Better Future," we reaffirm our commitment to shaping a future where people, planet, and prosperity thrive together. In collaboration with our clients, partners, and communities, we remain committed to continually pushing the boundaries of what's possible, inspiring change, and crafting a sustainable future for all.

Venu Lambu
CEO and Managing Director

A Message from Our Global Head – ESG and Sustainability

"Our journey in the year 2024-2025 has been marked by significant strides in ESG and sustainability, as we align with global frameworks, move towards achieving our ambitious targets for Net Zero emissions, renewable energy, and water positivity, all while fostering diversity and community empowerment."

As we embark on another year of transformative progress, I am excited to share the remarkable advancements LTIMindtree has made in our sustainability journey. The FY25 has been a pivotal period, and we have further solidified our commitment to sustainable growth and innovation.

As the financial year concludes, we acknowledge climate change and social inequality as critical challenges, requiring companies to take effective action. As a leading IT services provider, we are committed to setting a bold example by transforming our operations and influencing our value chain partners to integrate sustainability into service delivery. We align our sustainability efforts with international frameworks like the UNGC Principles, SDGs, GRI, TNFD, TCFD, SASB and other ESG criteria, ensuring responsible business conduct, transparency, accountability, and measurable progress towards a sustainable future. This year, we took steps towards achieving ambitious targets to achieve Net Zero emissions by 2040, with a 74% reduction in Scope 1 emissions per-capita and 76% reduction in Scope 2 emissions per-capita from base year FY19 already achieved. We have increased our renewable energy sources by 60.33%, aiming for 85% by 2030. Our efforts in water management have also been noteworthy with a 58% reduction in water per-capita consumption. We have also implemented water recycling technologies, becoming 2.8x water positive ahead of our 2030 target.

We prioritize diversity and inclusivity by focusing on gender, LGBTQIA+, and disability representation. With 30.37% women in our workforce and 9.23% in leadership roles, we reinforce our diversity-centric culture.

By investing in upskilling, reskilling, and cross-skilling, we empower our workforce to excel and grow professionally. Our CSR initiatives have positively impacted 2.34 million beneficiaries from FY19, focusing on education, empowerment, environment, and health and nutrition, fostering social upliftment and sustainable development. Additionally, we trained 11% of our top suppliers on ESG and sustainability, promoting responsible business practices.

As we reflect on our journey, LTIMindtree's emergence as one of the leading organizations in sustainability in FY25 is a testament to our unwavering commitment to environmental stewardship and social responsibility. Our efforts have been recognized with several prestigious awards, underscoring our leadership and excellence in sustainable practices. These accolades are symbols of our achievements and affirmations of our strategic vision and the impactful actions we have taken.

Looking forward, we are inspired to continue this journey with determination and courage. Our actions today are paving the way for a future that is sustainable, inclusive, and innovative. I extend my gratitude to all who have been part of this journey and invite everyone to join us as we boldly advance, ready to embrace new challenges and opportunities. Together, let us weave a tapestry of sustainability that leaves a lasting legacy for generations to come.

Archana Sahay

Global Head – ESG and Sustainability

Celebrating
Our Green Triumph

Our Accolades and Honors

At LTIMindtree, we continue to demonstrate an unwavering dedication to ESG principles, garnering recognition for our outstanding practices in these areas. We strive to surpass mere compliance and profit-driven objectives, consistently innovating to set new standards in sustainability performance. In recognition of these efforts, we have received numerous accolades, reinforcing our reputation as a responsible corporate entity. These awards highlight our ongoing commitment to embedding sustainability into all facets of our business operations.

Sustainability

FTSE Russell
Attained higher scores than sub-sector/sector/country averages.

Busienssworld IMSC
Attained rank 13 across sectors & rank 5 in IT & Communications sector in Businessworld 'India's Most Sustainable Companies' Top 50 listing for 2024.

UNGCC Participant
LTIMindtree has continued its signatory status attaining Business Participant certificate for FY 2024–25.

Environmental

CDP Climate Change 2024
Attained global leadership league for 5th year in a row in CDP Climate Change 2024.

Zero Waste to Landfill
Awarded the prestigious Zero Waste to Landfill certification for our two Mumbai offices in Powai and Mahape.

Climate Leaders Asia-Pacific 2024
Ranked in The Financial Times' "Climate Leaders Asia-Pacific" for third year in a row for best performance in 'Reduction of GHG emissions intensity over 2017–2022 relative to revenue' and transparency in sustainability disclosures.

Social

Avtar and Seramount
Recognized as one of the Best Companies for Women in India -Top 50 across sectors and Top 20 in IT sector.

Women Empowerment Principles Award
Recognized as the Second Runner-Up at the prestigious 2024 UN India WEPs Awards in the Workplace category.

BW People HR Excellence Awards
Secured Gold in the 'Excellence in Diversity & Inclusion' category.

Bombay Chamber
Secured Winners at Bombay Chamber DEI Awards in the 'Disability Confidence & Inclusion' category.

ASSOCHAM 5th Diversity & Inclusion Excellence Awards & Conclave – 2024
In Top 3 for 'Best Employer for Persons with Disabilities' in Large sub-category.

Governance

Achilles ESG Assessment
Placed in the Top 10% of 50,000 assessed companies in Achilles' networks with overall ESG score of 84 out of 100 under top grade "Excellent".

ESG Transparency Award
By EUPD Research Sustainable Management GmbH for our Sustainability Report FY24. Achieved "Excellence Class" with overall score of 87% and "Leading Status" as one of the pioneers in successfully putting sustainability reporting into practice.

S&P Yearbook 2025
Joined elite ranks with listing in S&P Global Sustainability Yearbook 2025.

India Green Award 2025
Received India Green Award 2025 for YoY demonstration of best practices and achievements in Sustainability Reporting.

LACP Vision Awards 2024
Proudly stand as the ONLY Platinum Award Winner in the Sustainability Report category within IT sector.

LACP Vision Awards 2024
Worldwide Best In-House Report Technical Achievement Award with an outstanding score of 99 out of 100.

LACP Vision Awards 2024
Secured a remarkable fourth position in the Worldwide Top 100 Winners list, competing against all sectors and reporting categories.

Our Sustainability Purpose & Approach

At LTIMindtree, sustainability is a commitment and strategic imperative that drives our innovation and growth. In a rapidly evolving world, we recognize the vital importance of addressing ESG challenges to create lasting value for our stakeholders and the communities we serve. We are dedicated to harnessing the power of technology and human ingenuity to build solutions that not only elevate business performance but also advance environmental and social progress. Our approach reflects a deep responsibility to our stakeholders and the planet, as we strive to create meaningful change and contribute to a sustainable future.

We adopt a panoramic and forward-thinking strategy that prioritizes decisive climate action and aligns with internationally recognized frameworks. These include the UNGC, SDGs, TCFD, TNFD, SASB, GRI, CDP and SBTi among other crucial ESG criteria. By aligning with these global standards, we not only reinforce our commitment to sustainability but also ensure transparency, accountability, and continuous improvement in our ESG performance.

ESG Approach

Our vision is to function as a catalyst for positive change across industries and communities. We pledge to translate our actions into meaningful transformation by focusing on key priority areas.

Environmental Stewardship

We aim to pave a sustainable future by optimizing natural resource use through a strong focus on renewable energy, actively reducing emissions with responsible and conscious efforts, achieving a water-positive status, and staying attuned to the impacts of climate change and our reliance on nature.

Becoming an Employer of Choice

Central to our ambition of being recognized as a preferred employer is the extensive and impactful scope of our DEI initiatives, encompassing leadership advocacy and fostering diversity throughout our value chain.

Social Responsibility

As a socially responsible organization, we are committed to inclusive growth by uplifting marginalized communities. Through targeted initiatives in education, empowerment, environment, and health and nutrition, we create lasting, positive change for a more equitable future.

Ethical Responsibility

We are dedicated to setting the benchmark for ESG governance by prioritizing Board diversity, integrating ESG metrics into executive compensation, and ensuring our governance practices are characterized by integrity and transparency through our disclosures.

Strategy

Governance

Risk Management

Metrics & Targets

Approach Towards Climate-Related Disclosures

We prioritize integrating climate risk and opportunity assessments into our strategic and governance structures. This involves identifying the potential impacts of physical and transitional climate risks on our operations.

We utilize scenario analysis to determine the resilience of our business strategies under varying climate conditions, which informs our long-term planning and risk management processes.

By focusing on data-driven insights and transparency, our aim is to deliver disclosures that facilitate informed decision-making among our stakeholders.

Our approach ensures that climate-related considerations are thoroughly evaluated, strategically aligned, and reported in a manner consistent with TCFD standards.

Approach Towards Nature-Related Disclosures

Our approach to nature-related disclosures, guided by TNFD, is centered on a thorough evaluation of our interactions with natural ecosystems.

We begin with assessing our dependencies and impacts on biodiversity, allowing us to map out how our business activities influence natural resources and habitats.

To understand our dependencies on nature and the impacts on ecosystems and biodiversity, we conducted our first L.E.A.P. (Locate, Evaluate, Assess, and Prepare) assessment. This assessment, following TNFD guidelines, identified four key categories of nature-related concerns: Dependency, Impact, Opportunities, and Risk (DIOR). These location-specific issues are crucial for identifying, assessing, mitigating, and managing nature-related challenges.

Stakeholder Engagement and Materiality Assessment

At the core of our sustainability commitment is a thoughtfully designed process for identifying material issues, firmly rooted in our mission to balance societal impact with operational excellence. We place a high priority on incorporating insights from all stakeholders into our decision-making process. Internally, we analyze leadership changes, strategic initiatives, and the complexities of our business model.

Externally, we keep a close watch on economic trends, environmental challenges, and evolving stakeholder needs. By merging internal insights with external benchmarks, we effectively address current concerns and anticipate future trends. Through engagement with stakeholders, feedback from the company, and internal assessments, critical concerns are considered and prioritized as key material issues into three key ESG pillars. The material issues are mapped to the SDGs, ensuring a positive impact in these areas.

Stakeholder Engagement

Stakeholder engagement is central to our strategy. It helps us mitigate risks, develop tailored plans, and enhance decision-making through diverse perspectives. This engagement fosters accountability, builds trust, and underscores our commitment to transparency and collaborative growth. This approach enables us to stay ahead of the curve and align our strategies with stakeholder expectations over time.

Clients

Clients are among our most important assets, and their feedback is key to process improvements, quality enhancement, service performance and cost optimization.

Engagement Frequency: Annually, Half-yearly, Ongoing

Communication Channel	Key Topics and Concerns
• Client Satisfaction Survey (CSS) tool • Client Satisfaction Survey (CSAT) through independent third-party consultants • Project-related calls and meetings • Project management reviews • Relationship meetings and reviews • Steering committee meetings/ Quarterly Business Reviews (QBRs) and briefings on client visits • Responses to Request for Information (RFI)/ Request for Proposal (RFP) • Mailers, newsletters, and brochures • Corporate website • Social media	• Client feedback and satisfaction • Quality of work delivered business value, resilience, and innovation • Understanding client, industry, and business challenges • Identifying opportunities to improve our services for cross-selling • Deciding on investments and capabilities required to fulfill demand • Understanding client's data privacy and security requirements

Employees

Our employees are at the center of all our operations; their collaborative skills and expertise are essential for our growth.

Engagement Frequency: Ongoing, Quarterly, Annually

Communication Channel	Key Topics and Concerns
• ULTIMA Works intranet • Roadshows • Rhythm – Employee engagement framework: employee appreciation week, festive celebrations, HR open house connects, financial planning webinars, and location-specific cultural events, CEO connect, Leadership townhalls, Rewards & Recognition program • Total Well-being: Financial, social, physical and mental Well-being programs, webinars, medical assistance, LEAP • Conflict and grievance resolution through grievance handling & Prevention of Sexual Harassment (POSH) systems • Training & development through the Shoshin platform • Creativity & innovation through Gigspace • Career and learning through Learn, Grow, Lead (LGL) program, Talent Central, Shoshin School, My Career My Growth, Succession Planning, Learn to Grow, Lead, and MPower • Alumni engagement through alumni portal	• Overall employee motivation and satisfaction • Retaining critical talent • Driving a high-performance culture • Providing career pathways and growth opportunities for key talent and high performers • Building a rewarding culture for recognizing key contributions of our employees • Inculcating innovative work practices among employees • Building a culture that thrives on values and inclusivity • Creating equal opportunities for holistic development and career progression

Investors and Shareholders

As providers of capital, they are key to our growth and expansion plans.

Engagement Frequency: Annually, Quarterly, Event-based, Ongoing

Communication Channel	Key Topics and Concerns
• Investors Page on the website • Integrated Annual Report • Stock Exchange notifications • Annual General Meeting (AGM) • Press conferences and newsroom releases • Investor meetings, conferences, and non-deal roadshows • Quarterly earnings call • Investor Day	• Educating the investor community about LTIMindtree's value creation model and business strategy for the long term • Apprise and explain to investors the IT services industry dynamics and LTIMindtree's performance • Enabling shareholders to participate effectively in General Meetings and vote on matters related to the Company, along with the additional right of demanding poll • Helping investors voice their concerns regarding Company policies, reporting, strategy, etc., and addressing them adequately and to their satisfaction • Creating awareness and greater visibility of the company's performance and receiving valuable suggestions • Understanding shareholder and investor expectations from the Company

Government and Regulatory Bodies

Key for ensuring compliance, interpretation of regulations and uninterrupted operations.

Engagement Frequency: Ongoing, Event-based, Annually

Communication Channel	Key Topics and Concerns
• Workshops • Industry events • Filing of forms/disclosures by the Company • Investors Page on the website	• Ethical governance • Sustainability disclosures • Ensure 100% compliance to all applicable regulations

Media

Improving the understanding of industry's positive impact on sustainability and climate change, and the drivers for further development.

Engagement Frequency: Ongoing

Communication Channel	Key Topics and Concerns
• Corporate websites • Press releases • Media opportunities -interviews, bylines, quotes • Sponsored (industry) events/ marketplace presence	• Communicating the Company's strategy, performance, and way forward. • Amplifying LTIMindtree's brand as a responsible corporation • Safeguarding the reputation of the Company • Showcasing thought leadership and Company capabilities • Driving business development and insight into public and business concerns

Communities

A harmonious relationship with the communities where we operate is key to our social license to operate and collaborate with our NGO partners for societal development.

Engagement Frequency: Ongoing

Communication Channel	Key Topics and Concerns
• Community meetings • Pamphlets • Newspaper	• Needs of the community • Listening to feedback from the community on the impact of the projects executed recently

Suppliers

Adoption of sustainable practices and timely availability of goods and services from our Suppliers have a material impact on our operations and efficiency of service delivery to clients.

Engagement Frequency: Ongoing

Communication Channel	Key Topics and Concerns
• S360 portal • Vendor meets • Email	• Stronger partnerships • Demand Sustainability • Credit worthiness • Ethical behavior • Fair Business Practices • Governance • Diversity • Automated performance monitoring • Training

Industrial Bodies

As our valued partners in advancing the future of IT together, it is vital to foster a symbiotic connection with the industry's bodies.

Engagement Frequency: Ongoing

Communication Channel	Key Topics and Concerns
• Conferences and seminars • Committee meetings • Surveys	• Understanding areas for sustainable development and leveraging best practices • Public policy advocacy • Working together to develop solutions for global challenges

Academic Institutions

Campus to Corporate aimed at development of skilled talent pool for specific business demands, drive innovation, and strengthen our competitive advantage.

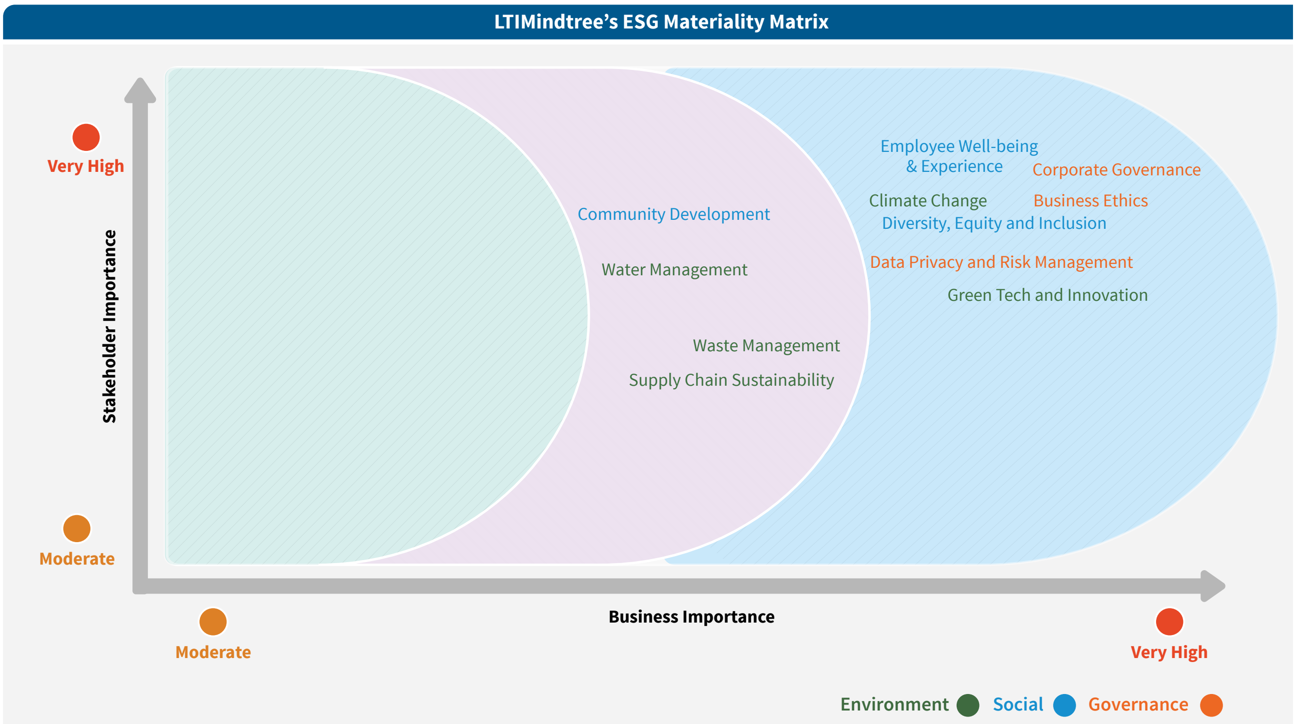
Engagement Frequency: Ongoing

Communication Channel	Key Topics and Concerns
• Campus recruitment drives • Community meetings, Email • Corporate and Career website, and Notice board	• Job creation • Internship opportunities

Materiality Assessment

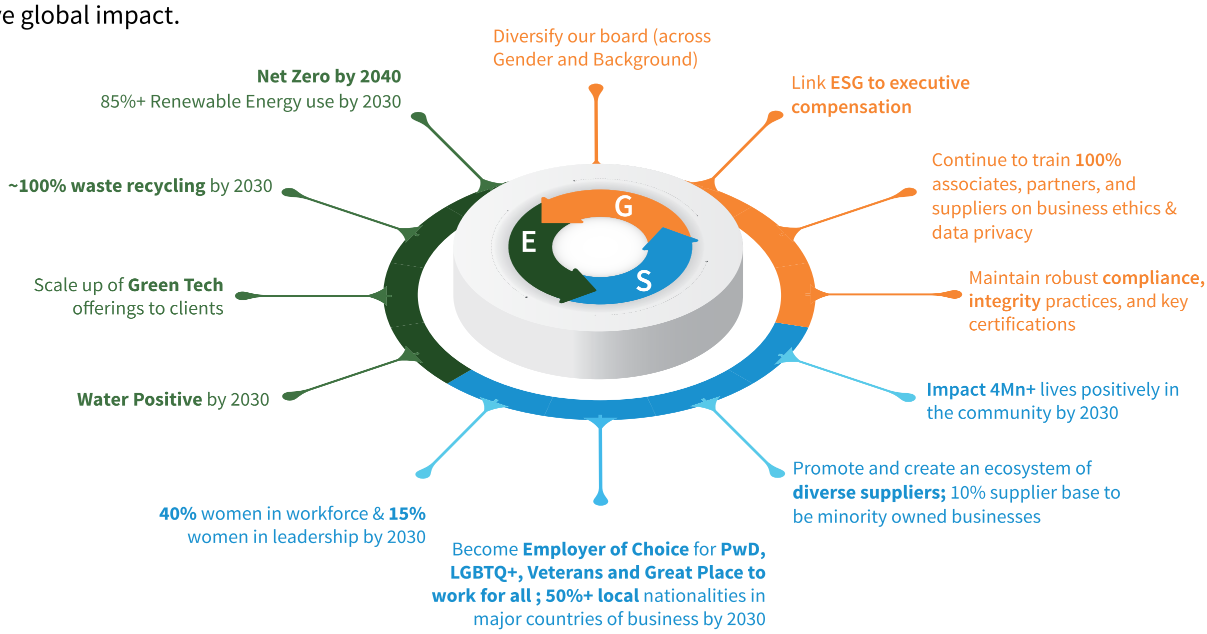
Our approach to materiality assessment is systematic and aligned with globally recognized frameworks like the GRI Universal Standards 2021. We annually conduct a thorough materiality assessment to identify and prioritize key issues impacting our business and stakeholders. We have crafted a management strategy that expertly addresses the Economic, Environmental, and Social (EES) implications of our most significant concerns. A vital aspect of our materiality assessment is the proactive identification and evaluation of emerging ESG risks. The Enterprise Risk Management (ERM) team evaluates the strategy with risk assessments, audits, and performance reviews, reporting results to the Board-level Audit Committee for potential changes.

Recognizing the dynamic nature of material issues, we incorporate multiple factors into our assessment framework, including the economic implications of our business model, alignment with organizational values, industry benchmarks, stakeholder concerns, and emerging societal challenges. We prioritize material topics by gathering feedback from stakeholders and discussing them in management meetings. These topics are reviewed by the Board through specific committees. Key Performance Indicators (KPIs) are aligned with functional heads, departments, and processes to support strategic planning.



Our Green Visionary Voyage

Our ESG vision includes clearly defined goals, targets, roadmaps, and timelines that underscore our dedication to ensuring positive global impact.



We are diligently working and tracking our progress to realize our ambitious ESG vision to deliver sustained, triple bottom-line value to all our stakeholders.

ESG Vision	Progress in FY'25	Initiatives in FY'25
Net Zero by 2040	• Scope 1: Reduction by 74% to 0.02 tons CO_2e/employee (over baseline value of FY19) • Scope 2: Reduction by 76% to 0.22 tons CO_2e/employee (over baseline value of FY19)	• Replaced R22 with energy-efficient R410A VRF refrigerant units • Made precise adjustments to the HVAC system • Replaced our LPG-run appliances with induction-based appliances • Replaced conventional UPS with modular units • Installed Variable Frequency Drives (VFDs) for Air Handling Units (AHUs) • Installed 72 charging stations for two wheelers and 82 for four-wheelers to encourage EV adoption • Increased share of RE • Sustainable infrastructure operating from certified Green buildings
85% + Renewable Energy use by 2030	• 60.33%	• Installed 100 kWp solar rooftop panels at our Bengaluru-Whitefield East Campus • Replaced CFL streetlights with LED solar fittings • Diverse RE partnerships and collaborations
100% waste recycling by 2030	• 97.21%, (1776.12 tons recycled out of 1827.09 tons of waste disposed)	• Achieved Zero Waste to Landfill certification for two Mumbai campuses and completed the recertification audit for Bengaluru facilities • Installed PadCare to recycle sanitary waste
Water-positive by 2030	• 58% reduction to 4.28 kl/employee (over baseline value of FY 19) • 2.8 x water positive	• Installed Digital Water Meters to monitor and reduce water consumption • Replaced existing aerators with efficient aerators reducing flow rate of taps • Replaced conventional urinals with waterless urinals at our facilities • 4R water conservation strategy aiming Zero-discharge campuses, recycled water use, rainwater harvesting, efficient fixtures etc
Scale up of Green Tech offerings to clients	• Engaged with 75+ customers	• Launch of a new comprehensive ESG digital transformation platform - Smart Spaces 2.0 • Innovations in AI and data analytics enabling smarter resource management and sustainability
40% women in workforce	• 30.37% women in workforce	• Best-in-class DEI policies and equitable benefits, childcare support etc • Building awareness with DEI events • Leader advocacy around DEI
15% women in leadership by 2030	• 9.23% women in leadership	• Offering tech skills and women's career advancement initiatives • Mentoring and leadership development programs
Become Employer of Choice for LGBTQ, PwD and Veterans and Great place to work for all: 50% + local nationalities in major countries of business by 2030	• 0.07% self-identified PwDs • 0.25% self- identified LGBTQ+ • 0.17% self- identified Veterans in workforce • 22.94% local nationalities (outside India) • Recognized as Great Place to Work in France	• DEI efforts focused on ethnicity/nationality, disability inclusion, gender equity, LGBTQ+, and veterans • Launched DiversAbility in early 2025 as a platform to share experiences and aspirations of employees with disabilities

ESG Vision	Progress in FY'25	Initiatives in FY'25
Promote and create an ecosystem of diverse suppliers; 10% supplier base to be minority owned businesses	• 12.11% spend on diverse suppliers	• Advanced supplier diversity through a network of 15,000+ vendors, identifying and supporting 350+ diverse suppliers (women, LGBTQ+, persons with disabilities, minorities) • MSMEs contributed 20% of India procurement spend in FY25 through 1,036 vendors • Promoted supplier diversity via strategic partnerships and inclusive sourcing opportunities
Impact 4 million plus lives positively in the community by 2030	• 748,915 beneficiaries in FY25 • 2.34 million CSR beneficiaries cumulative from baseline year FY19	• Positively impacted communities by focusing on educational outcomes, conserving the environment, improving health and nutrition and enhancing empowerment with upgraded economic conditions through Integrated Village Development Program and Linear projects • 336 employee volunteers contributed 817 hours for CSR volunteering activities
Diversify our board (across gender and background)	• 55% Independent directors • 1 Woman on the Board	• Increased independent board representation to 55% • Increased proportion of board members with 21–30 years of experience • Honored with the Golden Peacock Award for Excellence in Corporate Governance by the Institute of Directors (IOD)
Link ESG to executive compensation	• ESG linked KPIs under review	• ESG KPIs linked executive compensation framework, aligning roles with accountability and best governance practices–currently under review
Continue to train 100% associates, partners and suppliers on business ethics and data privacy	• Associates training on business ethics and data privacy – 88.37% completed and rest in progress. • 11% of our top vendors	• LTIMindtree's learning culture and platform, Shoshin School, continues to offer a multitude of 'learn anywhere, anytime' upskilling and reskilling initiatives • Over 33,000 key courses covering approximately 3,000 skills were offered to employees • Under Supplier Meet Program, we connected with 80 esteemed vendors from various verticals and conducted supplier engagement sessions on sustainable supply chain, ethical business practices, corporate social responsibility, SDGs, and LTIMindtree's ESG Vision
Maintain robust compliance, integrity practices and Key certifications	• Employing new and emerging national and global reporting frameworks and standards • Maintained global leadership in Carbon Disclosure Project (CDP) for five years • Earned multiple global ESG accolades	• Upheld strong corporate governance with a focus on integrity, transparency, accountability, and stakeholder responsibility • Achieved 100% compliance with all applicable regulations • Enhanced sustainability disclosures using emerging national and global frameworks • Maintained global leadership in CDP for five consecutive years • Earned top-tier ESG ratings/rankings and multiple accolades for sustainability reporting

Pillars of Trust

Ethical Beacons: Governance with Integrity

At LTIMindtree, we recognize that robust corporate governance is the foundation of sustainable success and integrity in business operations. Our commitment to ethics, transparency, accountability, and compliance permeates every aspect of our organization. We believe that good governance practices enhance our reputation and drive long-term value creation for our stakeholders.

The Code of Conduct (COC) is fundamental to our organizational culture, guiding how we conduct business. It covers essential areas such as human rights, the prevention of sexual harassment (POSH), and processes for whistleblowing and grievance resolution. Our policies apply to all employees, contractors, and third parties associated with LTIMindtree, ensuring commitment to ethical standards.

Our policy architecture, encompassing the following policies, is integral to our governance framework

Integrity Policy	Anti-corruption and Anti-bribery Policy	Whistle-blower Policy	POSH Policy
Code of Conduct for Our People	Supplier Code of Conduct	Diversity, Equity, and Inclusion Policy	Human Rights Policy
Non-Discrimination Policy	Equal Opportunity Policy	ESG Policy	EHS Policy
CSR Policy	Reasonable Accomodation Policy	Sabbatical Policy	Maternal Policy

Under our mandatory training policies, all employees, including interns, contractual staff, officers, deputes, retainers, consultants, and subcontractors are required to complete designated e-learning sessions, ensuring 100% participation. The training covers essential topics such as the Code of Conduct, Ethics and Integrity, Data Privacy, Information Security, and Business Continuity and Resilience.

Our Diversity, Equity, and Inclusion Policy promotes equal opportunities and a harassment-free workplace. We value inclusivity and respect diversity, ensuring that every voice is heard through committees like the Internal Committee (POSH Act) and Whistleblowing Investigation Committee, which are overseen by senior management.

Our Sustainability Framework and Human Rights Policy aim to prevent violations such as trafficking, child labor, forced/compulsory labor, and discrimination. We educate employees on these policies and ensure compliance throughout the supply chain by including human rights and anti-slavery clauses in contracts.

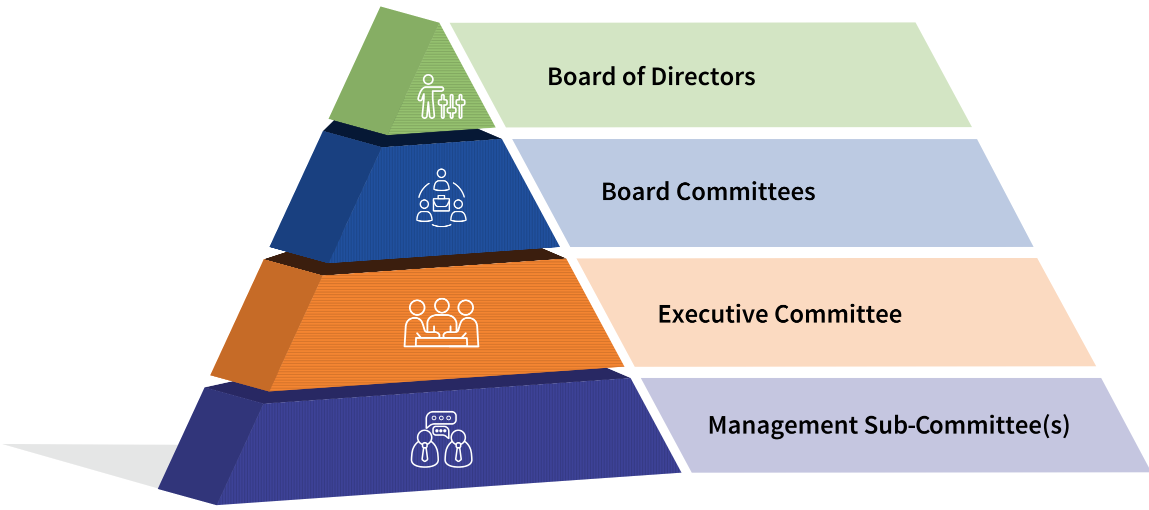
We also recognize and respect our employees' rights to free association and collective bargaining in any jurisdiction or country where these rights are legally recognized. We also comply with the ILO conventions, UNGC laws, and other globally recognized recommendations. Our employees have the freedom to join any associations, unions, or groups that align with local government regulations. However, we do not have trade unions or collective bargaining agreements in India.

Our tax strategy adheres to all legal standards and addresses high-risk tax issues with transparency. Governed by our Board and subject to regular reviews, it incorporates emerging risks while aligning with our overall ESG commitments. Our tax reporting provides insights into revenues, operating profits, and taxes, including entity names and tax residences. We ensure that all statutory dues, such as Goods and Services Tax, Provident Fund, Employees' State Insurance, Income Tax, Sales Tax, Service Tax, Customs Duty, Excise Duty, Value Added Tax, Cess, and other significant statutory obligations are consistently deposited with the appropriate authorities throughout the year.

To maintain transparency and accountability, we provide complaint mechanisms for employees, including subcontractors, to report issues. We conduct due diligence and publish annual statements on modern slavery. Platforms like Whistleblower and POSH allow reporting of various concerns, ensuring anonymity and protection from retaliation. Violations can be reported to **whistleblower@ltimindtree.com**, with disciplinary actions taken as required, involving regulatory authorities when necessary.

There have been zero incidents/complaints regarding discrimination at workplace, use of child labor, forced labor/involuntary labor, and other human-rights related issues for the reporting period FY25. There were 10 complaints filed under sexual harassment in the reporting period, of which one complaint is pending for resolution. A total of 134 employee complaints were filed, with two cases currently under review and in progress. All remaining cases have been closed. In all, 29 shareholders' complaints were filed and resolved in FY25.

Sustainability Stewards: Governance Insights



At LTIMindtree, the Board of Directors (BoD), led by our Chairman who serves as the Non-Executive Director, holds the highest authority in guiding the strategic direction and decision-making of the company. The Board is committed to upholding the highest ethical standards, ensuring transparency and integrity, in alignment with the core values of our parent group, L&T. We have a one-tier board system. As of March 31, 2025, the Board included three Executive Directors, two Non-executive Directors and six Independent Directors (55%), among them 1 Woman Director. The Board of Directors is diverse in terms of experience, age and expertise.

A conflict-of-interest policy is in place for the BoD, Key Management Personnel, and Senior Management. The governance process is overseen by various committees, each comprising a balanced mix of Executive Directors, Non-executive Directors, and Independent Directors, all bringing expertise in responsible business practices, sustainability, CSR, and ESG matters.

Board Committees

- Audit Committee
- Nomination and Remuneration Committee (NRC)
- Stakeholder's Relationship Committee (SRC)
- Risk Management Committee (RMC)
- Corporate Social Responsibility Committee (CSRC)
- Strategic Investment Committee (SIC)

Board Demographics

Our average board meeting attendance is 90.86%. The independent directors meet on a bi-annual basis to discuss the board performance. This meeting is without the presence of management or other non-executive directors. Feedback received from the independent directors is discussed at the meetings of the Nomination & Remuneration Committee and considered for suitable action by the management. The average tenure of our board members is 4.47 years.

Average tenure of Independent Directors: 3.64 years

Median Director age: 65 years

The governance, ESG, and CSR policies are overseen by the Board and senior management, supported by Board-established committees chaired by Independent Directors. These committees convene regularly to evaluate governance policies, appointments, remuneration, and ESG and CSR aspects, ensuring a comprehensive review of all ground-level inputs and stakeholder feedback (including critical concerns, issues, and outputs of stakeholder consultation on ESG). The Chairperson of each committee reports their deliberations to the Board, emphasizing governance and accountability.

The CEO and Managing Director holds the highest executive authority, significantly influencing the implementation and oversight of ESG, climate action, biodiversity CSR, and related policies. He actively participates in key committees, such as the CSR and Risk Management Committees, to enhance ESG practices and exceed regulatory requirements, driving meaningful impact.

Global Head – ESG and Sustainability leads the company's ESG and CSR efforts, driving initiatives aligned with the Board-approved vision, ranging from Net Zero decarbonization and renewable energy, sustainability reporting, and CSR focus areas like education, empowerment, health, and environmental conservation. The Global Head – ESG and Sustainability ensures regular updates to the CSR Committee, CEO, Managing Director, executive leadership team, and other stakeholders, maintaining alignment with the company's overarching objectives and values.

The governance framework, established by the Board and senior management and supported by specialized committees and executive leadership, ensures that our ESG policies align with corporate objectives and drive sustainable impact. Our management views good governance as an ongoing journey, adapting to the ever-evolving business environment both internally and externally.

Fortifying the Future

Guardians of Continuity: Risk and Resilience

Effective risk management is essential for an organization's long-term success, as it involves identifying, evaluating, and addressing uncertainties that may impact strategic objectives, operational efficiency, and stakeholder value. It also assists in navigating a constantly changing business environment. Our risk management policy supports sustainable business growth by systematically identifying, assessing, evaluating and mitigating risk exposures.

Our Enterprise Risk Management (ERM) framework, aligned with ISO 31000, offers a comprehensive and systematic approach to identifying, assessing, treating, and monitoring risks and opportunities that could affect the organization's ability to meet its strategic goals. It facilitates proactive management of uncertainties, aligning risks with opportunities and enhancing accountability. The framework covers risks at all organizational levels- projects, accounts, business units, and the enterprise. A detailed risk management process helps identify and mitigate risks before they escalate into issues. This process is supported by a digital platform that provides an enterprise-wide view of risks and opportunities, facilitating informed decision-making.

The ERM framework establishes a robust Risk Governance structure to guide the organization's risk management strategy and achieve key business objectives, offering insights into critical risks. The Risk Management Committee (RMC) is a top-tier Board Committee primarily focuses on overseeing key enterprise risks. This forum discusses and deliberates external risks and disruptive trends, along with their mitigation plans. Emerging risks, in the context of the organization's vision for the upcoming years, are also addressed. The RMC convenes on a quarterly basis.

The Audit Committee (AC) provides oversight into risks and internal controls, with meetings held quarterly.

The Risk Operating Committee (ROC), which includes CXOs and senior leadership, also meets quarterly to discuss organizational risks, including enterprise-level risks related to artificial intelligence, data privacy, cybersecurity, margin pressure, revenue headwinds, and ESG.

The Business Unit (BU) ERM cadence meetings are held at a defined frequency, convened by the respective Business Unit Risk Champion, and attended by the Business Unit Head and other senior leaders.

Identified ESG Risks and Mitigation Measures

Risk	Risk Description	Mitigation Plan
GHG Emissions	Inability to reduce GHG emissions as defined against targets will severely impact sustainability ratings, cause negative industry perceptions, and invite business scrutiny.	• Enhance energy efficiency by using smart LEDs, replacing R22 refrigerants, and upgrading HVAC systems. • Choose buildings with a low Energy Performance Index (EPI), employing energy-efficient UPS and EC fans. • Review PPAs to incorporate renewable energy and install on-site solar or wind systems.
Water Management	Water scarcity is a top global/ national risk and weak water conservation measures can cause business vulnerability due to climate risks and aggravate issues of water availability, livelihood distress, and basic health for dependent communities.	• Optimize water use by using recycled water for flushing, landscaping, and HVAC cooling. • Include efficient water aerators and sensor taps. • Enhance rainwater systems, smart meters for monitoring air-to-water units, and invest in external water conservation projects.
Waste Management	Non-compliant waste management and potential contamination can have long-term spillover impacts on land, water, air quality, and cause multi-generational public health issues.	• Achieve zero waste to landfill by minimizing reliance on virgin materials and ensuring an Extended Producer Responsibility (EPR) regime. • Promoting on-site compost generation using organic waste and sewage treatment plant (STP) sludge for landscaping.
Community Development (CSR)	Inability to support the all-round development of communities by improving educational outcomes, healthcare, economic conditions of the underprivileged in partnership with NGOs, and initiatives aligned with government priorities.	• Selecting partners and designing projects with clear KPIs, establishing governance through regular meetings and audits, and conducting social impact assessments. • Establishing a grievance mechanism to gather beneficiary feedback and improve outcomes.

Diversity, Equity, and Inclusion (DEI)	Increased diversity and inclusion boost productivity and innovation by bringing different perspectives to the table. Diverse teams create better solutions, while a lack of inclusion can hinder collaboration and respect for differences. High attrition due to limited opportunities can lead to knowledge loss and affect revenue targets.	• Enhance diversity representation within the organization by implementing various DEI initiatives, such as focused hiring, inclusive policies, awareness sessions, and career development programs. • Foster an inclusive environment by promoting supplier diversity, ensuring safe and accessible physical and digital spaces, and providing reasonable accommodations.
Governance	Governance and the associated risks of data integrity and transparency are increasingly relevant with heightened demand from stakeholders and regulatory bodies across geographies of our operations. Failure in transparent and timely reporting may lead to non-compliance and reputational loss with the stakeholders.	• Transparent and accountable disclosures via non-financial sustainability/ESG reports. • Independent and Women Directors to be maintained as per SEBI (LODR) regulations and aiming to go beyond the mandate. • Maintain and improve on various ESG ratings/ rankings. • Training suppliers on BRSR disclosures (as per SEBI requirement for FY25) including sustainable supply chain practices.

Business Continuity Management

At LTIMindtree, we prioritize the management of disruptive events, ensuring that our principles and processes, once embedded within the business, drive genuine sustainability. In times of crisis, our Business Continuity and Resilience (BC&R) team excels in effective recovery management. Our commitment to international business continuity standards is reflected in our achievement of ISO 22301:2019 certification.

Our Business Continuity Management (BCM) framework encompasses policy and program management, continuous monitoring and reporting, and regular governance activities. By analyzing disruptive events and their impacts from a risk perspective across our entire business, we ensure the implementation of recovery plans for all accounts. Our framework is designed to tackle a wide spectrum of potential disruptions, including natural disasters, human-induced incidents, political influences, infrastructure vulnerabilities, utility failures, technological challenges, and supplier continuity concerns. Through proactive risk mitigation, we strengthen our preparedness and resilience, safeguarding the continuity of our business operations.

Cyber Shields: Security and Privacy

LTIMindtree recognizes cybersecurity as a critical component of our sustainability and risk management strategy. With the ever-evolving digital landscape, LTIMindtree is committed to maintaining a secure, resilient, and trustworthy technology environment for our clients, partners, and internal stakeholders.

A dedicated cybersecurity team works closely with internal stakeholders to ensure continuous protection of our digital assets and information systems. Our cybersecurity framework is aligned with international standards such as ISO 27001 (ISMS), SOC 2, NIST, etc., which reflects our commitment to a structured, risk-based approach to Cyber security. A strong emphasis on regulatory compliance is placed across all jurisdictions in which we operate. This includes adherence to applicable regulatory laws, client-specific requirements, and sectoral regulations. Our compliance efforts are reinforced through periodic third-party assessments of our security controls, providing independent validation of our cybersecurity readiness and maturity. Policies and procedures are regularly updated to address emerging threats and evolving compliance requirements.

Multiple layers of technical, administrative, and physical controls to safeguard data, ensure business continuity, and mitigate cyber risks is implemented. Our approach includes continuous monitoring, threat detection and response, data protection, and employee awareness programs to foster a security-first culture.

We aim to build digital trust, enhance customer confidence, and support business continuity in the face of growing cyber threats. Our proactive and transparent approach to cybersecurity is an integral part of our sustainability vision—ensuring that we remain resilient, responsible, and secure in a rapidly changing digital world.

Robust cybersecurity measures and data privacy practices are integral to LTIMindtree's corporate responsibility and sustainability objectives.

We engage with stakeholders, including clients, suppliers, and regulators, to align best practices and emerging challenges in cybersecurity and data privacy, while also staying informed about the latest developments and innovations. Through an external agency, we regularly conduct scenario-based vulnerability analysis to define, identify, classify, and prioritize vulnerabilities in computer systems, applications, and network infrastructures. This helps us understand the threats to the environment and react appropriately.

Data Minimization Project

We prioritize the collection and retention of personal data only to the data necessary to achieve our business objectives, thereby reducing our digital footprint and enhancing user privacy. By implementing data minimization strategies in FY25, we have not only complied with regulatory requirements but also minimized the resources required for data storage and processing.

Data Retention and Sharing Project

In FY25, we started to successfully implement a comprehensive data retention project at LTIMindtree. This initiative focuses on optimizing our data storage practices by establishing clear guidelines on how long data is retained (by referring to various laws across jurisdictions), ensuring compliance with legal and regulatory requirements while minimizing unnecessary data accumulation.

- **Maintaining zero cybersecurity** and data privacy breaches
- **ISO 27001 certification** achieved at 93% of sites
- **Established governance structure** chaired by COO, CPO, CIO, GC, CFO, DPO and CISO
- **Information Security, Cybersecurity and Data Privacy policies.** Awareness and trainings conducted periodically

Growth Catalysts

Transformation Architects: Services and Supply Chains

Sustainability and Green IT

We are focused on driving innovative Green IT strategies to minimize environmental impact and help our clients achieve their sustainability ambitions. Our approach involves deploying energy-efficient hardware and software solutions, renewable energy integration, optimizing cloud ecosystems, and harnessing eco-friendly technologies to substantially reduce carbon emissions. Our solutions include AI and data analytics breakthroughs, cloud-based ESG platforms, blockchain for carbon tracking, IoT-enabled environmental monitoring, and enhanced cybersecurity to safeguard ESG data integrity. These solutions enhance sustainability through intelligent resource management and eco-friendly business practices. By weaving sustainability into our digital transformation efforts, we empower enterprises to realize a greener and more sustainable future.

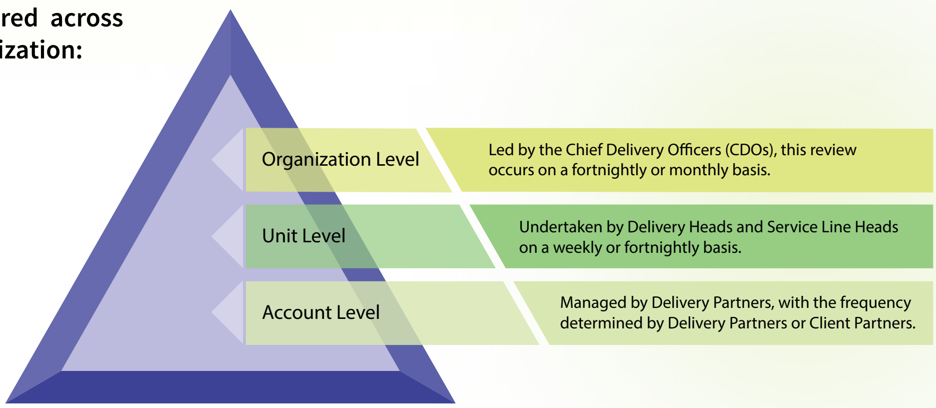
Service Transformation

We are committed to delivering excellence and ensuring client satisfaction, helping businesses succeed in a dynamic environment. This commitment is demonstrated through structured approaches that consistently gather and act on client feedback across all business verticals. Annually, we conduct a Client Satisfaction Survey (CSAT) to evaluate satisfaction across all organizational levels. Achieving a client satisfaction score of 5.98 in FY25, we improved from the 5.85 recorded in FY24, demonstrating our ongoing commitment to enhancing customer experience and satisfaction. The survey is conducted by an independent firm that assesses our services on project execution, quality, communication, and more, measuring factors like satisfaction, loyalty, and perceived business value. Feedback is analyzed, and corrective actions are transparently shared with clients to enhance their experience and ensure exceptional outcomes.

We maintain three communication levels: L1 for feedback acknowledgment and action plans, L2 for midterm progress, and L3 for action closure and value delivery.

To manage service delivery, our Escalation Risk Review (ERR) process identifies high and critical risk projects, enabling timely interventions by the top management. Weekly meetings led by the Delivery Excellence Head focus on addressing these risks with 'Go Green' plans crafted by the client partners and delivery partners.

The review process is structured across various levels within the organization:



Sustainable Supply Chain

We are committed to integrating sustainability into every facet of our supply chain management. Our approach goes beyond mere compliance, actively embedding green procurement strategies that consider environmental impact alongside quality and cost. We believe that by embracing digital innovation and investing in ESG initiatives, we can enable energy-efficient client operations while delivering value to our clients and considering broader environmental and social impacts.

Green Procurement and Ethical Practices

Our procurement value chain includes service providers, dealers, OEMs, and resellers, focusing on IT hardware and software, building maintenance and facilities, talent acquisition, employee welfare and well-being, and corporate marketing.

Our **Supplier Code of Conduct (SCoC)** reinforces our commitment to upholding ethical standards. This involves assessments of both prospective and existing supply chain partners, focusing on critical areas such as environmental regulations, health and safety standards, labor conditions, and adherence to established sustainability criteria. As part of the initial onboarding process, all new vendors and service providers must sign the SCoC. **In FY25, acknowledgments were received from 627 (out of 650) vendors, including those who also signed a supplementary side letter.**

Sustainability Sourcing

Recognizing the environmental impact of resource consumption, we have implemented substantial initiatives to promote sustainable sourcing. Additionally, we are committed to prioritizing local sourcing to bolster local economies. In FY25, we achieved a sustainable sourcing rate of 49.14%, reflecting the proportion of our input costs dedicated to sustainable procurement. To ensure our suppliers align with our sustainability goals, we assess their ESG capabilities using a comprehensive supplier ESG questionnaire. In FY25, an impressive 541 (out of 650) vendors completed this assessment, demonstrating our collective commitment to fostering sustainable practices across our value chain.

Percentage of value spent on suppliers who filled out the supplier questionnaire in FY25: USD 72 million.

Supplier Diversity

We prioritize partnerships with diverse suppliers, collaborating closely with our Diversity, Equity, and Inclusivity team to ensure our procurement practices support marginalized and vulnerable groups. We focus particularly on women and minority-owned enterprises, including vendors certified as MSMEs by government agencies, to drive positive social impact. **In FY25, procurement from these groups reached USD 141 million, accounting for 12.11% of our total spend.**

Ethical Screening and Risk Management

We leverage an automated risk intelligence tool, to enhance our due diligence processes for third-party entities globally. This tool helps us conduct comprehensive scans and check these parties for compliance with sanctions, regulations, adverse media and ethical standards. By tracking indicators such as criminal activity, and negative media exposure, we effectively mitigate risks related to (including but not limited to) money laundering, bribery, corruption, and modern slavery. This tool serves as a vital safeguard, shielding us from potential reputational damage that may result from collaborations with high-risk entities. **100% of our new suppliers were screened using this tool based on environmental and social criteria and zero negative impacts were identified.**

Supplier Engagement and Training

We actively collaborate with our suppliers to discuss policy matters and sustainability training. Our Vendor Meet program features both in-person and virtual sessions that emphasize our Supplier Code of Conduct, sustainability, and business ethics. During these engagements, we assess key performance indicators, resolve outstanding financial and contractual issues, and explore process improvements, strategic initiatives, and service enhancements. **In FY25, 11% of suppliers were covered, based on the value of business conducted with these partners.** We highly value supplier feedback, which is systematically recorded and addressed through the Vendor Meet program, ensuring continuous improvement and alignment with our sustainability goals.

Advocacy and Public Policy Engagement

At LTIMindtree, we are committed to engaging in public policy advocacy in a manner that is both responsible and ethical. This commitment ensures that we operate within the legal framework of the regions we serve while prioritizing the interests of our shareholders, employees, clients, and the communities in which we operate.

LTIMindtree actively collaborate and engage with trade and industry chambers/associations and participate in seminars, training programs, and business delegations, enhancing our advocacy efforts for ESG related policy changes, to create an environment conducive to India's development, partnering with industry, government, and civil society by focusing on talent transformation, knowledge exchange, while interacting with government bodies and undertaking social projects and contribute to the transformation of the tech industry in India, aligning with the vision of becoming a leading digital economy globally.

Guardians of the Earth

At LTIMindtree, we are dedicated to fostering a sustainable environment, which we view as a fundamental value guiding our operations and decision-making processes. We recognize that sustainability is a collective endeavor and actively engage our employees through targeted awareness sessions, interactive workshops, and dynamic sustainability challenges.

Our policies and initiatives are designed to minimize environmental risks and form a central part of our sustainability strategy, aligning with global standards and frameworks such as the UNGC, SDGs, GRI, CDP, NGBRC, and TNFD. Throughout the year, we implemented initiatives such as renewable energy integration, adopting eco-friendly practices, and encouraging responsible resource use to promote sustainability and reduce our environmental impact.

Our ESG and EHS policies are designed to cover all critical areas of environmental, health, safety, and governance, guiding our commitment to sustainable and responsible practices. We adhere to all relevant environmental laws, including the Environment Protection, Water (Prevention and Control of Pollution), and Air (Prevention and Control of Pollution) Acts. We have achieved ISO 14001:2015 certification for 94% of our facilities, reflecting our commitment to ensuring an effective environmental management system. At each site, our teams regularly assess operations to identify and manage environmental issues, recording them in an impact register that we routinely update. We have plans to monitor and address quality issues, ensuring compliance with statutory limits.

We collaborate with value chain partners to integrate ESG principles, encouraging reduced environmental impact and compliance with sustainability standards. This aligns with our green procurement strategy, promoting triple bottom-line value. Additionally, we respond to customer demands by disclosing emissions, setting reduction targets, and implementing initiatives, ensuring we remain a compliant and responsible partner.

As a responsible organization, we are committed to reducing carbon emissions in our operations. Our sustainability strategy focuses on implementing measures to combat climate change and ensure resources are used wisely and sustainably.

Climate Crusaders: Our Green Initiatives

Energy and Emission Management

Energy management has become a critical component of sustainable operations. We recognize the importance of efficient energy use not only to reduce operational costs but also as a vital element in our commitment to environmental stewardship.

We are committed to achieving Net Zero emissions by 2040 (with baseline year FY 2018-19). Our energy and emission management strategy is designed to optimize energy consumption across all facets of operations, integrating innovative technologies and practices, to enhance sustainability. By prioritizing energy efficiency and the transition to renewable energy sources, we aim to significantly reduce our carbon footprint.

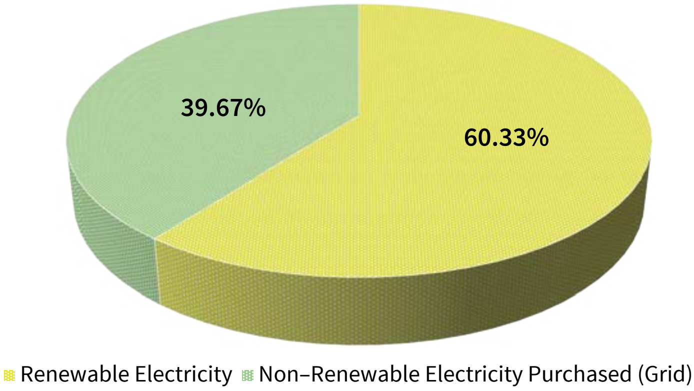
14,305 GJ
Total fuel consumption

137,362 GJ
Total electricity consumption (renewable sources)

90,316 GJ
Total electricity consumption (non-renewable sources)

241,984 GJ
Total energy consumed

We are committed to ensuring that over 85% of our operations rely on renewable energy by 2030. To achieve this goal, we are continuously working to increase the proportion of energy sourced from renewable resources for our internal operations. In Bhubaneshwar, the extra solar power generated from inhouse solar panels is exported back to the grid (In FY25, we exported 11,483.15 kWh). Currently, we have installed solar panels with a capacity of 1,094 kW across our facilities. 60.33% of our energy needs are being met through renewable sources.



Additionally, we have taken various steps to procure renewable energy through initiatives such as the Green Tariff, Energy Attribute Certificate (EAC), and Physical PPA schemes. Specifically, we have opted for Green Tariff for our Raheja and Skyview facilities in Hyderabad (3,175,363 kWh) and purchased REC certificates for Bengaluru - East campus and Mahape, Mumbai (10,337,000 kWh).

Our emissions management strategy is founded on the core principles of innovation, collaboration, and accountability. We understand that achieving Net Zero is not merely a long-term goal but an urgent necessity that requires prompt and strategic efforts.

Scope 1 emissions

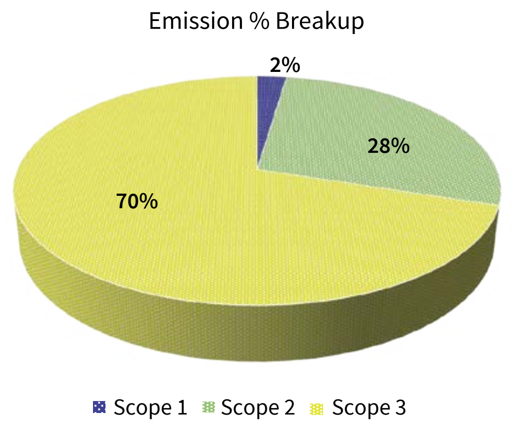
1,542 tCO_2e

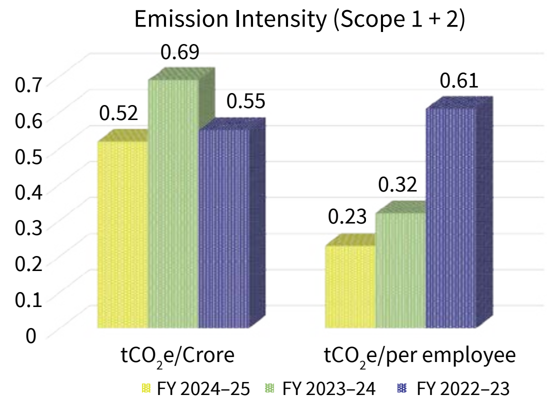
Scope 2 emissions

18,239 tCO_2e

Scope 3 emissions

46,149 tCO_2e





Strategic Energy and Emission Management Initiatives

Our energy efficiency strategy emphasizes two key approaches. First, we promote behavioral changes in our employees to enhance energy conservation and ensure the smart management of light, heat, ventilation, and cooling systems. Second, we incorporate energy efficiency into our operations through design considerations and operational practices.

We are actively engaged in a series of initiatives aimed at enhancing our energy efficiency and managing emissions as part of our commitment to sustainability.

Emission reduction

11,806.58 tons CO_2e

Scope 1 Emission Reduction

Initiatives	Description	Savings
Electrification of cooking appliances	Transitioned from using 2,916 kg of LPG to electric stoves fueled by renewable electricity	Significantly cuts carbon emissions and improves air quality
DG emission control devices	Retrofit emission control devices on DG sets to reduce emissions	This resulted in 83% reduction in particulate matter and an 87% reduction in carbon monoxide, without causing any adverse effects on the genset. The emissions now meet the standard set by the authorities (i.e. less than 70%)

Scope 2 Emission Reduction

Initiatives	Description	Savings
Phase-out of R22 refrigerant	Replacing ozone-depleting R22 with eco-friendly alternatives like R410A and R32 VRF systems	• **Energy savings:** 699,546 kWh annualy • Emission reduction by 508.56 tCO_2e
Roof-top solar panels	Installed a 100 kWp solar rooftop panel at Bengaluru – Whitefield East Campus	• **Energy savings:** 146,000 kWh annually • Emission reduction by 955.27 tCO_2e
Solar LED streetlights	Transition from CFL to solar LED streetlights at Bengaluru Whitefield facility	• **Energy savings:** 5,184 kWh annually • Emission reduction by 3.71 tCO_2e
Daylight and motion sensors	Implemented at the Chennai IC facility to optimize lighting	• **Energy savings:** 3,696 kWh monthly • Emission reduction by 2.64 tCO_2e
VAVs & VFDs installation	Installed variable frequency drives and air volume systems for HVAC efficiency	• **Energy savings:** 803,088 kWh annually • Emission reduction by 575.01 tCO_2e at the Chennai IC facility
Efficient temperature control	Using split AC units at the Hyderabad Raheja facility	• **Energy savings:** 23,463 kWh annually • Emission reduction by 16.79 tCO_2e
HVAC optimization	Real-time monitoring and upgrades at the Kolkata-DLF 2 facility	• **Energy savings:** 14,147 kWh annually • Emission reduction by 10.12 tCO_2e
UPS optimization	Upgrading to modular UPS systems at the Pune location for improved efficiency	• **Energy savings:** 60,312 kWh annually • Emission reduction by 43.18 tCO_2e
Renewable energy	Renewable energy for internal power requirement	• Opted green tariff for Hyderabad facilities (Skyview and Raheja) and Obtained REC certificates for Mumbai Mahape and Bengaluru East campus facilities

Scope 3 Emission Reduction

Initiatives	Description	Savings
Fleet transition	Transitioned 52% of the fleet to CNG (45%) and electric vehicles (7%)	Emission reduction by 970 tCO_2e, with plans to increase this by 2030
Installation of PadCare System	Installed PadCare System to recycle sanitary waste	Enables recycling of 4 MT of waste annually, cutting carbon emissions by 58% compared to landfilling and 68% compared to incineration

Advancing Sustainability Through Green IT

The use of cloud computing and server virtualization reduce the need for physical servers, thereby decreasing energy consumption, heat production, and space requirements in data centers while improving resource management. Implementing OneDrive for backups minimizes reliance on physical storage devices, facilitating efficient data management. Further, replacing desktops with laptops decreases energy consumption by eliminating the need for additional accessories. By weaving sustainability into our digital transformation efforts, we empower enterprises to realize a greener and more sustainable future.

Another strategy emphasizes setting printers to 'double-side print' mode as default, which helps reduce paper waste. Issuing paperless gate passes to permanent laptop users also contributes to minimizing paper use. Lastly, gateway-level spam filtering is employed to lower the carbon footprint by reducing energy consumption and emissions associated with data processing and storage.

We are committed to optimizing energy use across all processes, with a focus on reducing carbon emissions. By diligently tracking our energy consumption, we ensure efficient resource management and actively seek opportunities for improvement.

Climate Risk Assessment

Our Approach to Climate Risk Assessment

We have mapped and assessed climate vulnerability risks using the climate-related scenario analysis, recommended by the TCFD, to assess the potential negative impacts of its operations in India and overseas. This includes potential adverse effects of climate change on employees, communities, livelihood, health/well-being status, economic, social, and cultural assets, services (including environmental), and infrastructure. The analysis covers a significant operational footprint, assessing 45 offices in India and 35 international locations with a minimum seating capacity of 10. To ensure accuracy, the climate assessment has been tailored to regional weather data, considering distinct regions such as states/districts for India and counties or states for international locations.

Physical Risks

Physical risks were evaluated using Representative Concentration Pathways (RCP) 8.5, a high-emissions scenario, to prepare for severe climate impacts, enhancing our Enterprise Risk Management (ERM) and Business Continuity Plan.

Risk Type	Acute Physical Risk
Risk	Acute physical risk arises through increasing severity and/or frequency of severe weather like heatwaves, floods, or droughts.
Magnitude	Relevant, sometimes included
Likelihood	Moderate
Impact	• Floods, heat waves, and droughts call for emergency planning and may seriously harm our assets, reducing revenue due to asset loss, damage, and increasing operating costs. • Climatic events would impact on employees' health and safety, leading to productivity loss and more work absenteeism.

Risk Type	Chronic Physical Risk
Risk	Rise in mean temperature
Magnitude	Relevant, always included
Likelihood	High
Impact	Impact on transmission and distribution networks, disruption in operational working hours, employee health and safety, increase in energy consumption.

Risk Type	Chronic Physical Risk
Risk	Acute water scarcity results from changing rainfall patterns that increase the demand for consumption. High precipitation can lead to floods.
Magnitude	Relevant, always included
Likelihood	High
Impact	• Increased operating costs due to the purchase of municipal water or installations of water treatment plants to overcome water scarcity in particular regions. • Climatic events would impact on employees' health and safety, leading to more absenteeism.

Transition Risks

Our transition risks have been further identified as regulatory, technology-related, market, and reputational risks. These risks are interconnected with investors as they navigate an increasingly aggressive low-carbon agenda that can create capital and operational consequences for their assets. We have also referenced IEA's Net Zero by 2050 scenario, which outlines a pathway to achieve global Net Zero greenhouse gas emissions by 2050 and limit the increase in global temperatures to 1.5°C above pre-industrial levels. This scenario involves significant changes to the energy system, including a rapid transition to renewable energy, improvements in energy efficiency, and the electrification of various sectors, such as transportation and buildings.

Risk Type	**Policy/Regulations/Legal**
Risk	Imposing climate-related regulations to decarbonize the companies: As India is a signatory member of the Paris Climate Agreement and UNFCCC, there are bound to be many changes in rules or upcoming regulations, especially on climate change, like incentivizing decarbonization for companies.
Likelihood	High, relevant
Impact	• Failure to comply with these regulations or acknowledge them will have a negative effect on the reputation of the company. • Geopolitical crises, carbon pricing, and energy shortages are likely to drive up electricity cost, increase reliance on fossil fuel and GHG emissions. • Higher operational expenditure.

Risk Type	**Policy/Regulations/Legal**
Risk	Energy Efficiency Regulations or Renewable Purchase Obligations (RPO): While India has no explicit carbon tax policy, it has schemes that place an implicit price on carbon, like the Perform, Achieve, and Trade (PAT) scheme. It increased indirect taxes on fossil fuels, Carbon Cess on Coal, and incentivizing schemes like RPO.
Likelihood	High, Relevant
Impact	Penalty to be paid (if any) by LTIMindtree/write-offs of old energy-intensive equipment, built infrastructure, vehicles, etc.

Risk Type	**Market**
Risk	• Stakeholders from all industries emphasize energy efficiency and greenhouse gas emissions, and businesses must anticipate client needs and innovate to meet them. • There is also increasing stakeholder or investor pressure for CDP or other climate-related disclosures.
Likelihood	High, Relevant
Impact	Increase of human resources for specialized purposes like managing market and services demand of the company, and other expenses related to facility management and logistics.

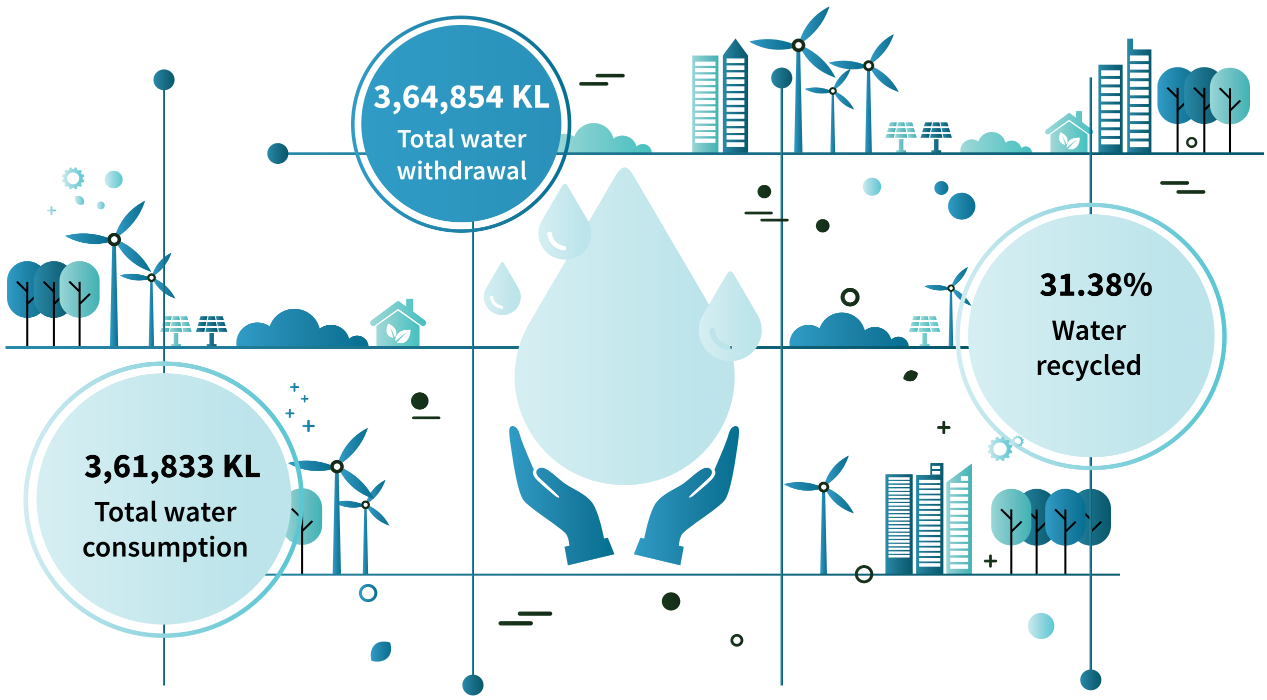
Risk Type	**Technology**
Risk	Installation of energy-efficient technologies like LED lights, BLDC Fans, 5-star rated appliances, green buildings, IoT sensor-based electrical appliances, and CEMS.
Likelihood	High, Relevant
Impact	Impacts multiple aspects like utility/energy costs, and reduced revenue.

Risk Type	Technology
Risk	Transition to low-carbon technologies and products: The increasingly rapid shift to low or zero-carbon energy sources such as renewables and improvements in energy efficiency will increase prices for non-fossil-based raw materials and products.
Likelihood	High, Relevant
Impact	High expenditure is required to develop sustainable products, ensure reliable energy supply, and incorporate low-carbon technologies like RE and RE-based appliances, which can impact the company's profitability.

Risk Type	Reputation
Risk	Reputational risk arises because of increased scrutiny following a change in stakeholder perceptions of climate-related action, inaction, or failure to achieve GHG emission reduction and other climate-related targets.
Likelihood	High, Relevant
Impact	High risk, as it could lead to decreased investor confidence, customer boycotts, and negative media coverage. This increased scrutiny and potential backlash can severely impact the company's financial performance and market competitiveness.

Water Saviors

Understanding that water is a vital resource underpinning both ecological balance and economic development, we are committed to integrating innovative water management strategies into our operations. By leveraging advanced technologies and industry best practices, we seek to address the growing challenges of water scarcity and inefficiency.



We are actively working to minimize our water consumption and environmental footprint by integrating the principles of Reduce, Reuse, and Recycle (3R) across our operations. All the wastewater generated from buildings is recycled through sewage treatment plants and reused for flushing, landscaping, and the HVAC cooling tower, which significantly reduces our reliance on fresh water. Some of our signature initiatives from FY25 are:

S.No.	Initiative	Description	Water Saving (KL/year)	Cost saving (INR/year)
1	Installation of efficient aerators	Replaced aerators in health faucets, reducing flow rate at various locations	**9,325**	**5.6 lakhs**
2	Installation of waterless urinals	Replaced conventional urinals with waterless versions	**1,049**	**Not applicable**

In addition to these measures, we have also implemented rainwater harvesting systems and constructed recharge pits in our properties to enhance groundwater replenishment. We have also installed a digital water meter at our facility in Warangal to accurately monitor water consumption. The digital water meter enables us to maintain accurate records of freshwater consumption, monitor usage digitally, identify areas for water conservation, and detect leaks or flow issues. To further support water conservation, we have installed water-saving fixtures and conduct regular maintenance to promptly address any leaks. Our dedication to sustainability is reinforced through continuous monitoring and reporting of our water usage, enabling us to identify areas for improvement.

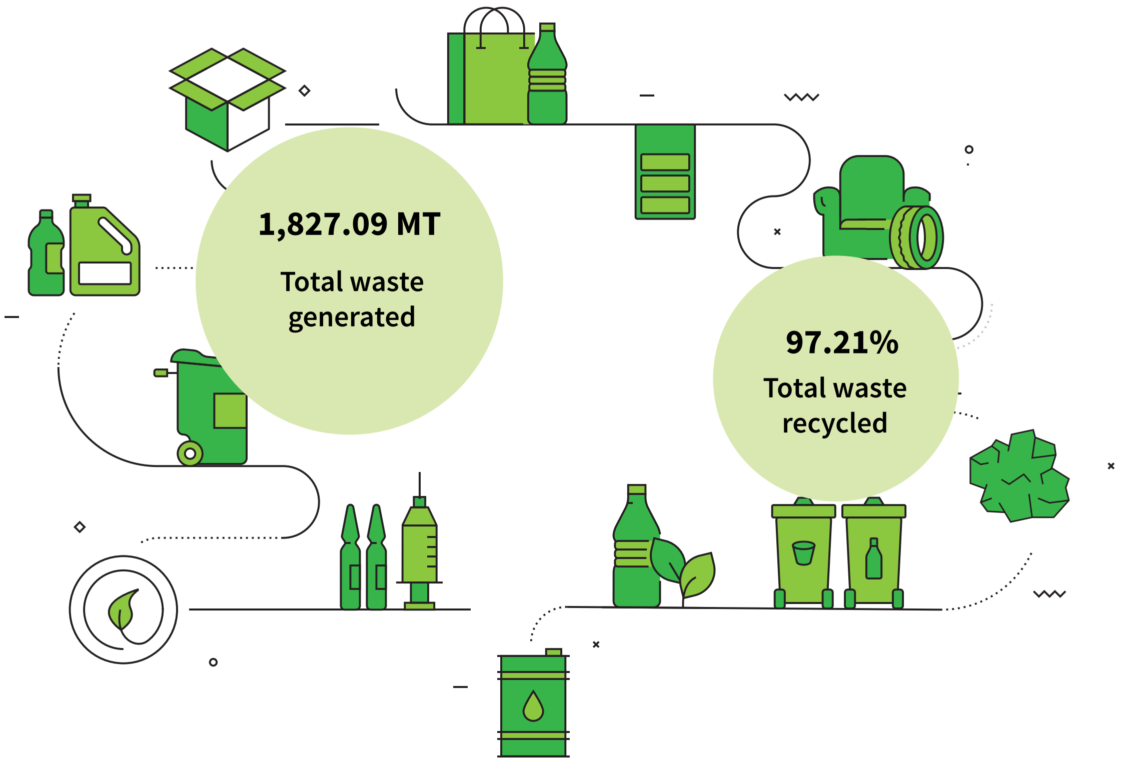
Water Risk Assessment

We recognize the necessity of understanding and addressing water-related risks to safeguard our operations. Our approach involves systematically identifying, evaluating, and managing these risks, ensuring resilience and long-term viability. The Water Risk Atlas tool from the World Resources Institute (WRI) has been used for this assessment, which provides valuable insights into risks such as water stress, quality, and governance. This intensive mapping exercise covers 45 offices within India and 35 international locations with a minimum capacity of 10 seats. By closely aligning our assessment with regional weather data, the accuracy and relevance of findings are ensured. The accompanying table, 'Water Risk Assessment for LTIMindtree's India and Abroad Locations,' highlights our thorough evaluation of water-related risks across various regions.

Risk	Location	Location wise Risk					
		Low	Low Medium	Medium	Medium High	High	Extremely High
Baseline Water Stress *(Measures the ratio of total water withdrawals relative to the annual available renewable surface water supplies)*	India	3	2	0	3	3	30
	Abroad	11	7	0	7	5	5
Water Stress Future Value *(An indicator of competition for water resources. It is defined informally as the ratio of demand for water by human society divided by available water)*	India	2	3	0	6	3	27
	Abroad	4	5	0	8	9	9
Inter Annual Variability *(Measures the average between year variability of available water supply)*	India	0	13	0	9	16	3
	Abroad	4	21	4	0	3	3
Riverine Flood Risk *(Measures the percentage of population expected to be affected by riverine flooding in an average year)*	India	2	16	3	0	12	8
	Abroad	19	6	3	0	6	1
Drought Risk *(Measures where droughts are likely to occur, the population and assets exposed, and their vulnerability to adverse effects)*	India	0	0	0	18	23	0
	Abroad	5	11	13	6	0	0

Circularity Champions

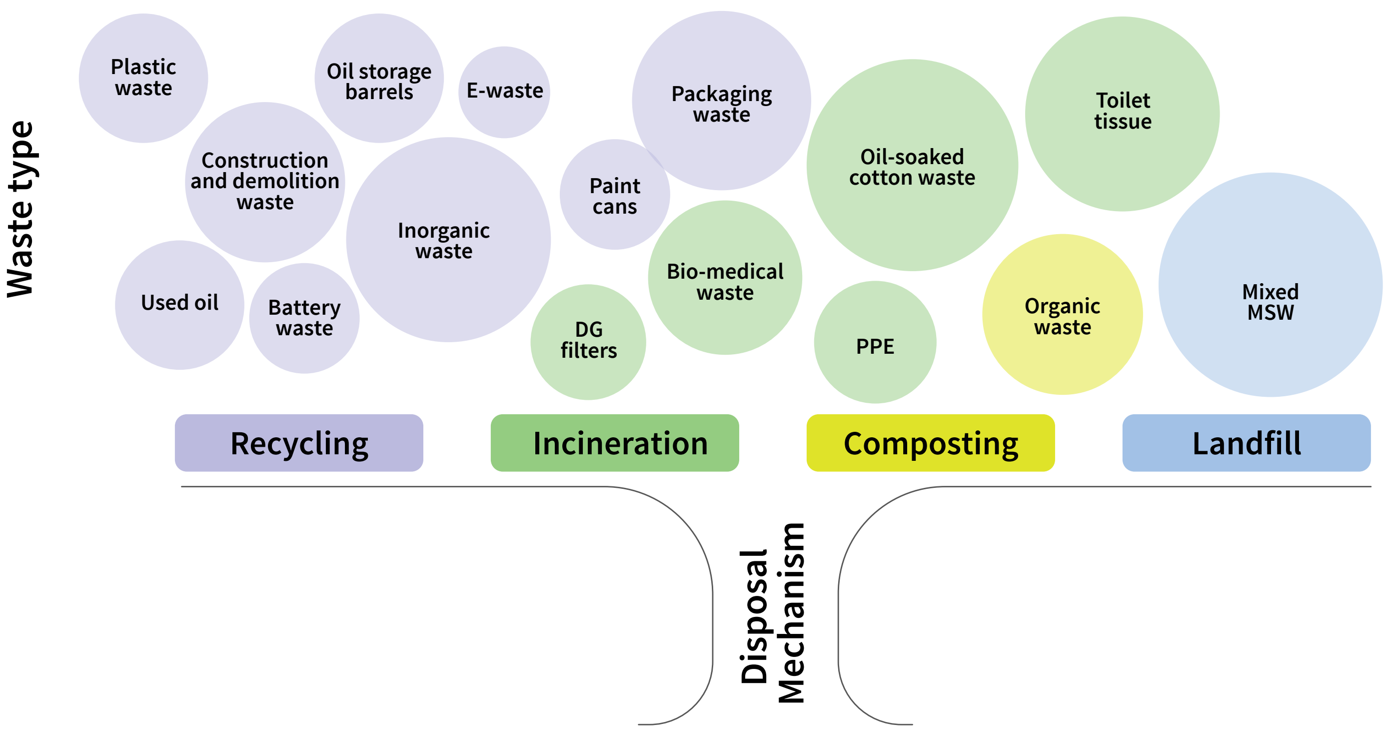
Our waste management strategy is built on three fundamental principles: Reduce, Reuse, and Recycle (3R). We are committed to achieving our ambitious goal of 'zero waste to landfill by 2030' through proactive waste reduction initiatives, strategic investments in advanced recycling technologies, and continuous optimization of our systems and processes.



zero WASTE

We have initiated the zero waste to landfill audit, which has been completed at our Bengaluru and Mumbai facilities, where we have achieved a recycling percentage of 99.33%

Managing Waste Responsibly: From Source to Solution



To achieve the Zero Waste to Landfill certification and enhance environmental performance across India, we have upgraded our sanitary waste management using PadCare's patented 5D technology. This process recycles sanitary waste by segregating cellulose and paper, transforming them into useful products like granules. It ensures 100% recycling of sanitary pads, significantly reducing landfill and incineration waste. This initiative cuts carbon emissions by 58% compared to landfilling and 68% compared to incineration, enabling us to recycle about 4 MT of waste annually.

Nature's Allies: Biodiversity and Innovation

Biodiversity

We recognize that biodiversity loss and ecosystem collapse are among the top five global risks, and we are committed to working towards the conservation of natural habitats. All our campuses are situated on government-approved land within industrial zones, ensuring they do not affect biodiversity. LTIMindtree campuses are strategically positioned far away from protected areas that require environmental clearance, such as marine coral reefs, eco-sensitive zones, reserve/ protected forests, national parks, wetlands, sanctuaries, and regions with high biodiversity value.

We also conducted a L.E.A.P. assessment to understand our nature-related dependencies, particularly their impact on ecosystems and biodiversity. This assessment identified four categories of nature-related issues: Dependency, Impact, Opportunities, and Risk, following the procedure recommended by the TNFD.

S.No.	Dependency on Ecosystem Services	Low	Medium	High
1	Cultural service (Recreation and tourism)			
2	Provisioning service (provision of crops, wood, water, or other raw materials)			
3	Regulating service (water flow regulation and climate regulation)			

S.No.	Impact Drivers	Impact
1	Climate change	Significantly Impacting
2	Resource exploitation	Not Impacting
3	Land and sea use change	Not Impacting
4	Pollution (Water and Air)	Not Impacting
5	Invasive alien species	Not Impacting

S.No.	Opportunities	Nature related opportunities
1	Direct restoration	Restoring and protecting ecosystems within its operational areas, including reforestation, wetland restoration, and habitat preservation.
2	Indirect restoration	Indirect restoration, conservation, or protection of ecosystems or habitats.
3	Resource efficiency	Technological innovations that reduce risks related to natural dependencies.
4	Reputational capital	Actions that create positive changes in sentiment towards the organization/brand.

S.No.	Risk	Risk Subtype	Ecosystem Service	Risk Rating
1	Physical	Acute	Changes in other regulating and maintenance ecosystem services: 1) Water input and output 2) Provisioning services–water resources and air resources	High
2	Physical	Acute	Changes in other regulating and maintenance ecosystem services: Waste treatment	Medium
3	Physical	Chronic	Regulating service – Protection from natural hazards	High
4	Transitional	Policies and regulations	More stringent nature-related reporting obligations	Medium
5	Transitional	Market	Shifting customer/investor values or preferences to products and/or services that have positive impacts on nature/mitigate negative impacts on nature	Medium
6	Transitional	Reputational	Shifting customer/investor values	Medium

These issues are location-specific and are crucial for identifying, assessing, mitigating, and managing nature-related challenges. Gaining insight into how these 'nature-related issues' can influence our business operations, value chain, strategy, and financial planning is essential for informed decision-making.

Initiatives

Apiculture

We have introduced apiculture at our campuses in Bengaluru Whitefield East Campus, and Bhubaneshwar. Honeybees contribute to the preservation of nature as the most proficient pollinators by collecting flower/ bee pollen, etc. from flowering plants. The harvested honey is gifted to clients and VIPs who visit our campuses.

Bengaluru Whitefield East Campus

No. of honeybee boxes: 9

Honey harvested: 20 Liters

Bhubaneshwar

No. of honeybee boxes: 16

Honey harvested: 35 Liters

With a strong commitment to conserving natural resources, LTIMindtree has supported various environmental initiatives nationwide.

Tree Plantation

- Successfully planted **500,000 trees** across Maharashtra.
- Continued maintenance of **842,000 trees** under the agro-forestry program, along with **2,700,000 mangroves** to support biodiversity and sustainability.

Solar Electrification

- During FY 2024-25, in collaboration with our partners, we facilitated **solar-based electrification** in some of the most remote regions of the country.
- **Successfully electrified schools and community centers,** while also providing solar-powered water pumps for irrigation and solar-powered cold storage to enhance food safety and optimize livelihoods.
- Through these efforts, we **contributed approximately 168,000 watts (168 KW)** of solar energy support nationwide.

Water Conservation

- Implemented various **watershed programs, including pond deepening, channel cleaning, farm pond rejuvenation and construction,** as well as check dam construction and renovation.
- These initiatives collectively generated a **water storage potential of 8.76 lakh cubic meters** across the country.

Our continued efforts aim to create a greener and more sustainable future while positively impacting communities across India.

Innovation through Green Buildings

To reduce our environmental impact, we have elevated the standards of our buildings by transforming them into green buildings. This initiative focuses on conserving resources and enhances employee health and productivity. We have installed energy-efficient Variable Refrigerant Volume (VRV) systems and reduced Lighting Power Density (LPD) by over 25% as per ECBC guidelines. This advanced system controls lighting using occupancy sensors, motion detection, time scheduling, and daylight harvesting, effectively optimizing energy use.

With an investment of INR 12,493.80 Million in FY 2024-25 , 62% of India offices are operating from certified Green Buildings.

Our offices enhance the indoor environment by meeting ASHRAE's fresh air standards and using low VOC paints for superior air quality. Workstations feature ergonomically designed, BIFMA-certified furniture for comfort and productivity. CO_2 sensors on each floor are integrated into the BMS for 24/7 monitoring, ensuring a healthy atmosphere. Our green buildings also support the local ecosystem and biodiversity. We are committed to ensuring that all our facilities achieve green building certification in a phased manner.

Empowering Our People

As a leading global consulting and technology services company, we are committed to nurturing our human capital through continuous learning, development, and engagement. We recognize that employees are our greatest asset, driving innovation and excellence in everything we do. One of our key priorities is to be the employer of choice for both emerging talent and seasoned professionals. By staying ahead of job market trends and understanding the perspectives of younger generations, we focus on enhancing employee experience and retention.

Central to our mission is creating an inclusive workplace that attracts and retains exceptional talent, with a strong emphasis on empowering women in leadership roles, advancing gender diversity, and promoting an inclusive environment for PwD, the LGBTQ+ community, and veterans. We are dedicated to fostering a collaborative and empowering culture where every voice is valued.

This commitment extends to support community initiatives in education, empowerment, environment, and health and wellness, guided by frameworks like the UNGC and SDGs. Through strategic partnerships and employee volunteer programs, we work collaboratively to address societal challenges, empower communities, and contribute to a more equitable and sustainable future. Together, our focus on human capital and social responsibility ensures that LTIMindtree remains a trusted partner in driving meaningful change and enhancing the well-being of society.

Talent Sculptors: Unleashing Potential

In today's fast-paced business environment, effective talent management is essential. Companies must strategically attract, develop, and retain top talent to navigate technological changes and market shifts. A robust talent management strategy drives innovation and maintains competitiveness.

Our Approach towards Talent Management

Collaborations and Meaningful Programs	Crafting an Effective Strategy to Hire Smartly	Action to Enhance Internal Referral Channels
Transforming the talent landscape through our Structure Skill 3.0 initiative, with the 'Campus to Corporate' program at its core.	Streamlining our hiring process by implementing an augmentation business model.	Reducing our reliance on external vendors by optimizing internal referral channels.
This effort aims to build strategic partnerships with select campuses, engaging in 500 activities with the top 100 schools.	By prioritizing client interviews and leveraging predictive forecasting through data analysis and algorithms, we have positioned ourselves to compete effectively with other vendors.	This involves in-sourcing, maximizing the use of job portals, and utilizing social media platforms like LinkedIn and Instagram for talent acquisition.
Our goal is to establish ourselves as the employer of choice and cultivate a skilled talent pool of fresh graduates tailored to meet the demands of specific business units.	By leveraging predictive forecasting and data analysis, we swiftly identify top candidates.	

We have enhanced our execution systems and processes to increase team efficiency, stakeholder experience, and compliance. Additionally, our data presentation methods have improved recruitment processes, particularly within specialized diversity portals aimed at PwD, women, and employee referral initiatives.

University Liaison & Early Career Engagement

The LTIMindtree Early Career Engagement Program includes various initiatives aimed at prominent universities as part of our talent transformation strategy. We conducted 334 campus engagements, fostering collaboration with 90,000 students, and transitioned the traditional campus recruitment model to a business unit engagement-led recruitment strategy. By offering industry-specific courses during the 6th and 7th semesters, we equip students with the necessary skills and knowledge for successful careers across diverse job profiles in various industries. Our commitment to diversity is reflected in our gender ratio of 64:36 (Male: Female) in campus hiring, promoting equal opportunities. This approach positions LTIMindtree as an employer of choice among emerging talent and ensures a steady supply of skilled workforce year-round.

Prioritizing Onboarding

Our onboarding process is crafted to immerse new recruits into our culture, values, and work environment, facilitating seamless transitions and fostering strong relationships. One of our signature onboarding programs is Arboretum. Arboretum offers a unified induction experience for Pan India joiners, cultivating belongingness, connections, and professional growth. Anchored by the pillars of 'I Belong', 'I'm Connected', and 'We Grow', it nurtures new joiners from diverse backgrounds through cultural assimilation.

Learning Journeys

We create a dynamic environment that promotes continuous learning by offering a wide range of programs and initiatives designed to enhance agility and prepare our workforce to tackle future challenges effectively. Our Learning and Development team, Shoshin (beginner's mindset) School, plays a crucial role in imbibing a culture of learning for employee development through an integrated framework of learning journeys, career development, job rotations, role progression, and staffing opportunities.

Our robust framework, My Career My Growth (MCMG), is central to this effort. MCMG provides a detailed guide for analyzing and identifying growth opportunities within the organization. It allows employees to evaluate their current potential, set clear milestones, and access a variety of learning avenues to take charge of their career paths. At the core of MCMG lies the Talent Framework, which includes key elements such as Career Track, Job Family, Job, Skill Cluster, and Leaf Skills (Competencies). The Talent Framework (also known as Digital Profile) is powered by an AI-led engine that builds a talent profile and acts as the sole repository of our skill inventory. This system supports learning needs by offering pathways that help employees identify and bridge skill gaps. Competency Development Partners (CDP) and Subject Matter Experts (SME) collaborate on skill-based training and assessments, utilizing external and internal resources to ensure quality and comprehensiveness.

The launch of the Talent Framework has strengthened our continuous learning culture and enhanced engagement, allowing employees to apply their expertise to new assignments and accelerate growth. With a refreshed skill inventory, we possess a powerful tool for strategic workforce planning, resource allocation, employee development, learning and development, budgeting, and internal and career mobility.

Over **11,000** employees participated in more than **42,000** skill-based evaluations, conducted through objective assessments on vendor-based platforms, evaluated by subject matter experts and external certifications.

Behavioral training is also an integral component of our competency framework. Our LGL (Learn Grow Lead) model encompasses four pillars: Tailored LGL Journeys, Skill-based LGL Webinars, the Manager Development Program (MDP) for leadership excellence, and Project Need-Based Trainings (PNBTs) for specific project needs. Using research-driven and blended learning methods, these initiatives emphasize business ROI and align with industry standards.

Some of our signature Employee Development Programs are:

Generative AI-based conversational bot

Generated by the Shoshin School team using the Canvas.ai platform, it is designed to enhance the learning experience. The Shoshin Friend *(AI bot)* addresses a wide range of learning-related queries and recommends courses tailored to users' needs.

Learning Promenade

An initiative that celebrates continuous learning, promoting curiosity and adaptability. It provides unique opportunities for skill development, encourages creative thinking, identifies and nurtures talent, and enhances collaboration through coaching and mentoring. Our Learning Experience portal offers a new horizon for learning by providing a holistic, engaging, and immersive learning journey beyond conventional methods.

Under the larger brand of Learning Promenade, two uniquely curated contests were implemented to ignite and nurture creative and innovative employees.

Innovation Exchange Podcast

This is a platform that unites thought leaders, industry experts, and employees to explore groundbreaking ideas and strategies, nurturing a culture of innovation. Accessible via Shoshin LMS and mobile devices, it encourages collaboration and idea-sharing, with employees contributing topics and feedback. Season 1 featured nine speakers over seven episodes, attracting over 4,600 page visits, highlighting its impact and engagement.

Ignite

Ignite empowers campus recruits with a value-based learning experience, reducing their time to billability by 8 to 10 weeks through tailored learning tracks and contextual support for project readiness.

Orchard

Orchard offers curated courses developed with business SMEs and vendors, providing rigorous classroom sessions, hands-on lab practice, and mentorship to prepare talent for the IT landscape.

Recharge

Recharge provides cross-functional employees opportunities to engage in strategic projects using technologies like Gen AI and Azure, gaining insights into the transformative impact of learning initiatives. Another aspect of this initiative is that Shoshin School teamed up with the Enterprise IT team to improve the client RFI/RFP response process. Through Ultima, our central platform, teams can now access 70% of qualitative responses related to learning initiatives and certifications. This enhancement, trialed in Q4 FY25, has cut response time for learning-specific questionnaires from over 4 hours to less than an hour.

GUILD Leadership Development Program

GUILD (Gain exposure in leadership, Uphold the organization's values, Invest in acquiring relevant skills, Lead from the front, Deliver results consistently) is our flagship leadership development initiative designed to nurture leaders at every stage of their career journey.

At its core, GUILD is anchored in a comprehensive Leadership Development Playbook, which offers actionable strategies for driving effective, purpose-led leadership. The program focuses on three critical dimensions: influence, growth, and inspiring collective vision, to build a strong, values-aligned leadership pipeline.

Guided by key principles such as leading with purpose and being future-ready, GUILD emphasizes:

- Self-awareness as the foundation of leadership
- Continuous learning for personal and professional growth
- Collaboration to foster high-performing, inclusive teams

Through these pillars, GUILD is cultivating a new generation of authentic leaders who embody excellence and are equipped to navigate dynamic challenges while advancing our organization's long-term sustainability and impact. To facilitate seamless role transitions and career growth following retirement or termination, we urge our employees to leverage our organizational learning platform, which provides training, upskilling, and cross-skilling in high-demand technologies and platforms. Through these diverse programs, we aim to create a dynamic learning environment that enhances agility and prepares its workforce for future challenges, driving innovation and growth across the organization.

Performance Pathways

We are committed to fostering a culture of excellence and innovation through our strategic annual Performance Management System (PMS). This system is designed to cultivate talent, promote growth, and ensure outstanding results by providing an enriching environment where employees can develop essential skills to create pioneering solutions, deliver superior client value, and achieve industry leading performance standards.

Our PMS is anchored on three key principles:

- **Goal Alignment**
  Ensuring consistent alignment of individual and organizational goals.
- **Continuous Feedback**
  Facilitating regular discussions and coaching sessions between employees and their managers to refine abilities and pursue career aspirations.
- **Performance Assessment**
  Conducting thorough and objective evaluations using a precise 4-point rating scale with clear descriptors to ensure fair assessments.

Both, employees (appraisees) and their managers (appraisers), play a vital role in implementing and maximizing the value of the PMS. They are responsible for conducting performance reviews and completing evaluations within specified timeframes.

Diversity Architects

At LTIMindtree, we continuously evolve our Diversity, Equity, and Inclusion (DEI) strategy to align with the dynamic nature of our global workforce and the communities we serve. Our policies are designed to be inclusive, offering equitable benefits that ensure all employees have access to the resources necessary for their success and well-being. Beyond policy into practice, we extend our commitment to DEI by actively fostering an environment where every voice is heard, valued, and empowered.

We have moved beyond the binary and focused on improving the workforce representation of veterans, persons with disabilities (PwD), and LGBTQ members, without compromising on meritocracy. The fusion of diverse perspectives spanning age, race, physical ability, religious beliefs, gender identity, and sexual orientation together with our visionary leadership, significantly enhances the scope and impact of our DEI initiatives.

Our DEI efforts are focused on five key areas:

- Gender Equity
- Disability Inclusion
- LGBTQ+ Inclusion
- Veterans
- Ethnicity & Nationality

We are enhancing our DEI impact with innovative initiatives that nurture an inclusive culture, recognizing that diversity fuels creativity and competitive advantage. Our initiatives are integrated into an exhaustive framework encompassing our people, policies, and processes.

People Analytics and Robust System

We have introduced ‘Others’ as a gender option and support ‘Preferred Name’ usage, alongside a voluntary DEI self-identification system. Our DEI data dashboard provides a detailed view of workforce diversity, enabling data-driven interventions. It tracks metrics like promotion rates and the gender pay gap, reflecting our commitment to diversity. We create a safe environment to disclose diversity details, with data securely encrypted and anonymized, complying with legal standards.

Opportunities for Growth

At LTIMindtree, diversity drives innovation and inclusion fuels growth. We empower women with tailored support, appreciate LGBTQ+ perspectives, value veterans’ resilience, and champion accessibility for PwD. Our commitment to inclusion extends to employees, staff, and contractors ensuring everyone has opportunities for upskilling and career progression.

Learning & Sensitization

Our Learning & Sensitization initiatives cover areas like unconscious bias, women's programs, LGBTQ+ inclusion, and disability awareness. We offer specialized programs for women, such as Women Tech Trailblazer for skill development and EmpowHER for leadership enhancement. We have also launched a module on tackling unconscious bias. Additionally, our DEI microsite, monthly blogs, and virtual learning page offer curated content that is accessible and self-navigatory. We also designed multiple manager toolkits and etiquette handbooks to ensure a deeper understanding of sensitive topics, thereby invoking more informed actions from our associates. Furthermore, in-person staff workshops, conducted by passionate volunteers, ensure our support staff embody our inclusive culture and imbibe a 'respect for all' philosophy.

Facilities/Workplace

Our facilities prioritize inclusivity and accessibility, featuring ramps, braille signages, gender-neutral washrooms, creche facilities, and lactation rooms. We regularly update our digital infrastructure for better accessibility and conduct audits to enhance our spaces. New campuses and renovations incorporate accessibility features that empower women across all roles.

Support for Diverse Suppliers

We have a robust database with over 15,000 registered vendors. Last year, we conducted an exhaustive survey to verify the diverse supplier status of our existing vendors, authenticating certificates where possible. This year, we have automated this process, integrating it into the new vendor onboarding process as a mandatory section within our Supplier 360 tool. The updated form enables vendors to indicate if they belong to diverse groups when they are onboarded. This enhancement allows us to accurately track and report on our spending with diverse suppliers. As a result of this initiative, we have identified nearly 350+ diverse vendors in our database with progress monitored regularly.

Focused Diversity Hiring

Our hiring strategy focuses on diversity through collaboration with our talent acquisition team, engaging in job fairs, and forging impactful partnerships to access diverse talent. We use targeted marketing and inclusive job descriptions, utilizing platforms for LGBTQ+ individuals and PwD. Sensitivity training for our hiring team ensures a respectful and inclusive workplace, fostering a dynamic community where all employees can thrive.

Best-in-class Policies & Equitable Benefits

Our initiatives focus on refining policies in collaboration with HR, promoting inclusivity and equity across the organization. We offer LGBTQ+ –friendly insurance, cover gender affirmation surgery, and provide assisted benefits for PwD, including transportation and assistive technologies. Our policies also include parental leave for same-sex partners and a prevention of sexual harassment (POSH) policy ensuring a safe work environment for all.

New Joiner Assimilation

All new hires participate in DEI awareness sessions to ensure a smooth onboarding experience and instill our commitment to diversity and inclusion from day one. Through monthly connect sessions, we emphasize inclusive language, address unconscious bias, and cultivate a culture of respect and collaboration.

DEI Engagement

We actively promote DEI awareness by celebrating events like the International Women's Day, Pride Month, and the international Day for PwD. Our employee resource groups, such as Athena for women, TogetherWithPRIDE for LGBTQ+ inclusion, and DiversAbility for persons with disabilities, empower individuals to champion cultural change and enhance our DEI initiatives. Additionally, we provide a DEI microsite and virtual learning page for continuous learning and engagement.

Leader Advocacy

Our leaders actively champion DEI in the workplace, serving as role models and advocates for meaningful change. By embodying our DEI vision, they inspire transformation and set the tone for proactive engagement across the organization.

Health and Wellness Advocates

Total Well-being

Our Total Well-being initiative is designed to assist our employees in effectively managing the hybrid work model while maintaining a balanced lifestyle. We concentrate on four key total well-being pillars: physical, emotional, financial, and social well-being. These pillars serve as the foundation for an exhaustive range of programs aimed at supporting our employees' overall health and satisfaction. Each quarter, we deploy at least one program under each pillar, using multiple communication channels to maximize participation.

Social Well-being

Physical Well-being

Financial Well-being

Emotional Well-being

Our Total Well-being Initiatives

Pillar: Physical Well-being

We promote an active lifestyle with initiatives like the Active 365 program, Spine Care and Ergonomics sessions, telemedicine consultations, access to 30 specialist doctors, and expert sessions on topics such as Cancer Awareness and Desk Yoga.

Initiative: Transcend 2.0

Transcend 2.0 is a broad health and fitness initiative that symbolizes our dedication to employee well-being and fitness by transforming their current lifestyle to lead a healthier and fitter life. Following a successful initial batch, the second group was launched in April 2024 with 89 participants, including four leaders.

Snapshot of Transcend 2.0 milestones

Total Steps	Total Kilometers	Traveled	Healthy Meals Consumed	Total Weight Loss
18.89 million	14,394 kilometers	36% around the world	>4,000	94.9 kg

Building good habits is crucial for changing one's lifestyle. Many participants have reported positive changes in their medical conditions and are now leading healthier lifestyles.

Pillar: Emotional Well-being

Our focus is on managing emotional health and building resilience through programs on self-motivation, work-life integration, overcoming anxiety, and mindfulness sessions.

One of the important aspects of emotional well-being is the Employee Assistance Program (EAP). EAP offers confidential counseling services for personal and workplace concerns through telephone and video interactions. Our partnerships with leading EAP service providers ensure these counseling services are available to all employees globally. Additionally, the service portals offer self-evaluation tools and articles on topics such as self-development, interpersonal relationships, and overall well-being.

Initiative: Inner Healing

Our unique in-house program offers valuable insights into managing thoughts and emotions, such as anger, stress, anxiety, fear, lack of self-love, resentment, and depression. It incorporates various tools and techniques, including meditation and mindfulness, neuro-linguistic programming (NLP), emotional freedom techniques (EFT), inner child healing, and breathing exercises like Pranayama.

This comprehensive program provides numerous benefits to employees, including:

Enhanced ability to manage emotions effectively	Increased inner resilience and adaptability to life's changing circumstances	Improved networking, peer relationships, and overall team morale
Better coping mechanisms for handling pressure	Boosted self-motivation and willpower	A healthier work-life balance

Pillar: Financial Well-being

Financial planning not only helps to manage financial commitments but also protects against risks and save for contingencies. In these sessions, employees were made aware of the need for financial planning and encouraged to do goal-based investments. Excel-based calculators with regard to financial goals, monthly investments, EMI for housing loan, retirement planning, etc. were also shared to facilitate investment strategies.

Initiative: Managing Finances

Our employees have expressed great appreciation for our financial well-being programs, which play a crucial role in helping them manage commitments, safeguard against risks, and plan for contingencies. These sessions aim to raise awareness about the importance of financial planning while encouraging employees to pursue goal-oriented investments. To support this, we provide Excel-based calculators designed to assist with economic goals, monthly investments, housing loan EMIs, retirement planning, and more, making it easier for employees to develop effective investment strategies. Additionally, employees can also avail one-on-one free-of-cost sessions with our finance experts for guidance.

Pillar: Social Well-being

We enhance relationship building through initiatives like the elder care program and career awareness sessions for parents, fostering social connectedness and exploring the power of connection at work.

Initiative: Social Connectedness

We offer a range of webinars on topics crucial to overall well-being, such as Coping with Stress and Burnout, Self-Care: Balance for Better, Nurturing the Mind, and Imposter Syndrome: Breaking the Cycle of Self-Doubt. These sessions focus on building healthy work relationships, setting boundaries and strengthening connections. By continuously gathering feedback, we tailor our programs to meet employee needs and industry trends, creating a supportive personal and professional growth environment.

Culture & Belonging Initiatives

Rhythm – Future of Work is our quarterly event designed to elevate employee engagement, promote a vibrant work culture, and celebrate key milestones and achievements. We focus on adapting to client needs and promoting employee development by moving away from traditional patterns. Through Rhythm, we organize events to boost engagement and celebrate achievements, enhancing our work culture. The initiative features a variety of engaging events to enhance our work culture.

The Voice of Employee

We also conducted an anonymous and confidential survey 'The Voice of Employee' by Microsoft Viva Glint, which targeted active associates with 90+ days tenure. In all, 47,385 out of 76,914 people provided feedback with a response rate of 62%. As an outcome of the survey, we have identified two focus areas, Recognition and Employee Well-being, which will help in fostering a positive and motivated work environment.

VIBE: Culture Magazine

In October 2024, we introduced our Culture magazine, VIBE. This quarterly magazine is created by and for our people. It is a powerful tool to engage our employees by recognising their achievements, sharing key organization updates and reinforcing our values through inspiring stories of our employees. Thereby creating a sense of belongingness. VIBE helps in creating a 2 way communication channel that's boosts morale, alignment and strengthens the workplace culture.

R&R Programs

To recognize and reward exceptional contributions, we have integrated the iWin rewards and recognition program. Initiatives like 'Thank You Thursday' encourage peer recognition and promote a culture of appreciation and continuous excellence. These initiatives span various award categories and cycles, celebrating both short-term achievements and consistent performance throughout the year.

Health and Safety

LTIMindtree places the highest priority on maintaining a safe and healthy work environment. We are dedicated to enforcing stringent health and safety protocols that meet regulatory requirements while cultivating a culture of safety throughout the organization. We have implemented an Occupational Health and Safety (OHS) management system in line with ISO 45001:2018 standards, covering 94% of our locations. For the rest of our sites, we have implemented our own internal EHS Management system. For our other locations, we maintain an internal Environmental, Health, and Safety (EHS) Management System.

We have adopted a strategic approach to Hazard Identification and Risk Assessment (HIRA). This approach systematically identifies and evaluates all hazards and risks associated with facility operations, routine or non-routine.

100% of our facilities have completed Environment and OHS risk assessments, in line with ISO 14001 and 45001.

To enhance safety awareness among employees and contractors, we have installed firefighting systems throughout our buildings and conducted regular training sessions, including simulation exercises. We differentiate routine activities, such as equipment maintenance checks, from non-routine tasks like building renovations and new equipment installations, as well as unexpected events.

We have streamlined the incident reporting system with a Workplace Incident Reporting Tool for effective tracking and closure of incidents, complemented by the Green Card system for those without digital access. This ensures prompt action by the Health & Safety team. Additionally, our Safety Work Permit Tool manages tasks with potential safety hazards, replacing manual paperwork with a digital system for real-time updates. These measures, along with thorough root cause analyses and corrective actions for any near misses, ensure a secure work environment.

By focusing on health and safety, we aim to reduce risks, prevent workplace incidents, and support the well-being of every employee.

Community Builders

At LTIMindtree, our commitment to Corporate Social Responsibility (CSR) is deeply rooted in the belief that businesses thrive when the communities around them flourish. Our efforts are strategically aligned with four fundamental pillars: Education, Empowerment, Environment, and Health and Nutrition. These pillars represent our dedication to driving meaningful change and building a better future for the communities we serve and our part of the Linear Projects at LTIMindtree.

In FY 2024–25, we embarked on a new chapter by transitioning from traditional, focused programming to an Integrated Village Development Programme (IVDP), categorized under Community Development. This all-encompassing CSR initiative combines education, environment, empowerment, and health/nutrition to promote holistic development within gram panchayats, while also addressing the long-term sustainability of program initiatives.

In alignment with the Government of India and NITI Aayog's Aspirational Block Programme, we carried out initiatives in selected aspirational blocks, using 39 development indicators to measure progress. Through the IVDP, we aim to foster holistic growth across various focus areas, ensuring lasting impact and improvement in the quality of life for communities involved.

With these pillars, we aim to promote inclusive growth, champion sustainable development, and elevate underserved communities. Our initiatives are crafted to deliver enduring value and drive positive change, whether by providing quality education to young minds, empowering livelihoods and promoting gender equality, preserving natural resources, or enhancing health and well-being. We are committed to collaborative action, partnering with local stakeholders, allies, and beneficiaries to co-develop solutions that tackle key challenges and unleash human potential.

IVDP	Educate	Empower	Environment	Health & Nutrition
16 Districts covered	**300** clasrooms transformed	**3,530** beneficiaries trained	**15,067** farmers trained on regenerative agriculture	**172** successful bone marrow transplantations
	254,956 beneficiaries across India	**1840** beneficiaries are employed	**3,403.7** acres of area maintaenance with plantations	**636** pediatric heart surgeries completed successfully
	6,000 teachers trained	**3,000** villagers benefitted with 82 affordable housing units & community infrastructure		**105** 35 children battling cancer, along with 70 caregivers, provided with essential support

Integrated Village Development Program (IVDP)

The Integrated Village Development Program (IVDP) is a key component of LTIMindtree's CSR strategy, focusing on holistic community development across education, environment, empowerment, and health and nutrition. Implemented first in Dang, Gujarat, the program has positively impacted 411,625 lives in 15 aspirational districts, aligning with the Government of India's Aspirational Block Program. IVDP emphasizes inclusive and quality education, digital education, STEM/robotics, and teacher training to improve learning outcomes. It promotes environmental sustainability through watershed management, biodiversity conservation, decentralized renewable energy, and regenerative agriculture.

Empowerment initiatives include revolving grants, skill training, financial literacy, and the promotion of producer organizations/self-help groups, aiming to enhance economic opportunities and community resilience. Health and nutrition efforts focus on prenatal and antenatal care, the 1,000-day life cycle approach, WASH (water, sanitation, and hygiene), and health and wellness to improve outcomes. By focusing on Gram Panchayat as a single unit for focused development, the program spans a four-year period, with the first three years dedicated to implementation and the fourth year for graduation in each focus area.

Educators and Empowerers

Digitalization/STEM: The Transformative Power of Education and Technology

We have empowered 235,269 school students across various states by enhancing their STEM skills and digital literacy. This initiative focuses on providing experiential science education and leveraging technology to improve learning outcomes, particularly for underprivileged students in government schools. We strive to provide access to quality education, resources, and infrastructure these communities might otherwise lack. By nurturing talent, fostering curiosity, and instilling confidence, we aim to empower students to pursue STEM careers and unlock their full potential.

Education Scholarship: Unlocking the Full Potential of Deserving Individuals

Our scholarship program in Tamil Nadu has supported seven students, enabling them to overcome financial barriers and pursue higher education, through scholarships and academic support. This program, rooted in the belief that education is a powerful catalyst for change, alleviates financial burdens and cultivates an environment where students can thrive academically and personally.

IT/ITeS Skills: Bridging the Gap between Education and Employment

We have trained 246 underprivileged youth in IT and IT-enabled services, with 80% securing employment. We empower marginalized youth, particularly school dropouts from underprivileged families by providing extensive skills training in various IT/ITeS fields, including software development, AI/Python, Core Java, and others. We collaborate with educational institutions, industry experts, and our extensive network of partners to design and deliver elaborate training programs that meet the evolving needs of the IT/ITeS industry. Our trainers are experienced professionals who provide guidance, mentorship, and hands-on learning experiences to maximize the potential of each participant.

Livelihood Skills and Ultra Poverty Eradication: Empowering Women-led Households

This initiative has empowered 2,030 marginalized individuals through vocational training, enabling 80% to become self-employed. This initiative enables women to achieve significant socio-economic growth through diverse, sustainable livelihoods such as goat rearing, poultry farming, small enterprise development, and kitchen gardening. Crucially, these efforts are reinforced by active participation in self-help groups (SHGs), strengthening community resilience and fostering self-reliance. This is demonstrably driving meaningful progress, facilitating income growth, enhancing resilience, and establishing a solid foundation for lasting socio-economic transformation.

Manufacturing/Industrial Skills: Enhancing Employability for Blue-collar Positions

We have equipped 1,500 youth with job-ready skills for blue-collar positions, contributing to their socio-economic development. Recognizing the significant potential of industries to generate employment and drive economic growth, our project is dedicated at ensuring that underprivileged youth have access to and can benefit from these opportunities. Our training programs focus on empowering individuals with the technical skills, practical knowledge, and hands-on experience necessary to succeed in blue-collar roles. The curriculum encompasses various positions within the manufacturing and industrial sectors, such as assembly line work, machine operation, quality control, coordination, and maintenance. We collaborate closely with nearby industrial clusters to align our training programs with their specific workforce requirements. This enhances participants' employability and caters to the evolving needs of the industrial sector, promoting a mutually beneficial partnership.

Disability Interventions: Enhancing the Lives of People with Disabilities

We have empowered 3,707 people with disabilities with targeted interventions around healthcare, education, and sports. These interventions have improved chronic condition management, boosted health, and enabled greater participation in mainstream activities. Education initiatives have created accessible learning environments with tailored support, empowering individuals to achieve their potential and pursue fulfilling careers. In sports, inclusive programs have enhanced physical fitness, built confidence, and developed social connections, breaking down barriers and showcasing athletes' capabilities. These efforts have opened significant opportunities for people with disabilities to engage fully in society, cultivating a sense of belonging and empowerment. Participants demonstrated strength, courage, and motivation highlighted the transformative impact of these projects, proving their ability to excel and leave a lasting impact.

Infrastructure: Sustainable and Aspirational Habitation

Through the Housing project, we aspire to construct 100 houses in the district of Gajapati – Parlakhemundi, Odisha. This district, near the eastern coast, frequently faces cyclones and heavy rains. The project aims to provide below-poverty-line tribal people with sustainable housing and common village amenities.

Guardians of the Environment and Nutrition

Tree-tings: Promoting Sustainable Agriculture and Empowering Local Communities

Tree-tings, our tree plantation initiative, has benefited 41,810 people and involved the planting of 2,747,688 saplings. This project promotes sustainable agriculture and carbon sequestration, contributing to environmental protection and growth in farmers' incomes. By integrating trees into farmlands, we actively promote the adoption of sustainable agricultural practices that reduce reliance on chemical inputs and promote a more environmentally friendly approach to farming.

At the core of Tree-tings is the belief that sustainable agriculture benefits farmers and contributes to the preservation of our environment.

Mangroves: Engaging with Local Communities to Safeguard Mangrove Forests

We have planted 1,050,000 mangrove saplings, benefiting 17,400 people. This project enhances coastal resilience and contributes to blue carbon sequestration, mitigating climate change impacts. We work closely with the local communities, engaging them in sustainable practices and providing them with the necessary resources to protect and conserve mangroves. Through awareness programs and capacity building, we develop a sense of ownership and responsibility among the local stakeholders, fostering long-term sustainability.

Forest Biodiversity: Empowering Communities to Adopt Sustainable Practices

This initiative has benefited 31,000 people by promoting biodiversity conservation and climate resilience through community engagement.

- One of our primary objectives is to reduce GHG emissions and improve health by distributing improved cookstoves to low-income households. By replacing traditional cooking methods with cleaner and more efficient alternatives, we contribute to reducing the environmental impact and health risks associated with indoor air pollution.
- We work with local stakeholders to identify and implement climate-friendly solutions in agriculture, fuel alternatives, and other livelihood aspects.
- Through collaborative efforts with local communities, we work towards the conservation of biodiversity, including the protection of endangered species and the restoration of forest habitats.

Animal Care: Anand Sanctuary for Old and Disabled Street Dogs in Maharashtra

With support of a trusted partner, we are constructing a sanctuary for old and disabled street dogs where they will get proper treatment, a clean home, care, and most importantly, a dignified way of living until the end of their journey. This sanctuary will consist of a well-equipped hospital and a dog shelter.

Curative Health: A Beacon of Hope for Underprivileged Children

Our heart surgery project has benefited 1,216 children battling critical heart conditions. We have implemented a holistic strategy encompassing awareness, screening, and life-saving surgical interventions. Recognizing the critical need to address congenital heart diseases, we have focused on early detection and timely treatment. Our awareness campaigns have educated communities on the importance of recognizing symptoms and seeking prompt medical attention. In collaboration with expert medical professionals and esteemed partners like Apollo Hospitals, we have provided specialized surgical interventions, post-operative care, and rehabilitation support, empowering these children to lead healthier, unburdened lives.

Cancer Access Support: Alleviating the Burdens and Contributing to the Overall Well-being and Quality of Life for Cancer-affected Children and their Families

We have supported 105 individuals, including children affected by cancer and their dedicated caretakers, by providing comprehensive assistance such as accommodation, nutrition, and counselling. Recognizing the immense physical, emotional, and financial challenges faced by these children and their caregivers, our project aims at:

- Alleviating their burdens and providing a supportive environment throughout their cancer treatment journey; we offer free accommodation facilities, ensuring that both children and their caregivers have a safe and nurturing place to stay, promoting their well-being and peace of mind.
- Providing nutritious meals and dietary support tailored to the specific needs of the children undergoing treatment.
- Assisting in transportation, ensuring that children and their caregivers have access to reliable and convenient transportation to and from medical appointments.
- Offering professional counselling services to both children and caregivers, providing a safe space for them to express their emotions, cope with the psychological impact of cancer, and receive guidance throughout their journey.

Through the Cancer Access Support project, we strive to create a compassionate and holistic support system for underprivileged children.

Our ESG Scorecard

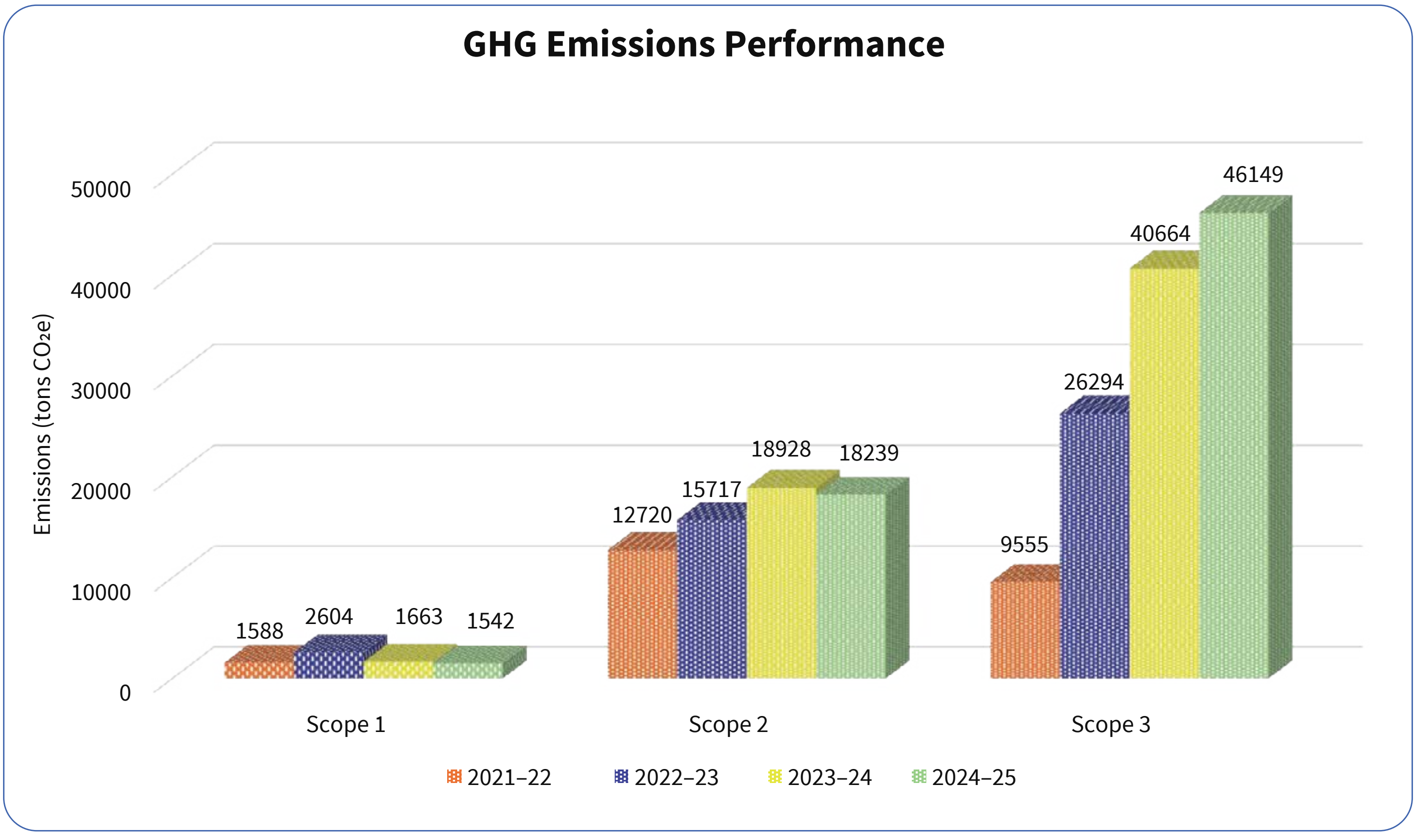
Performance Dashboard: Tracking Our Progress

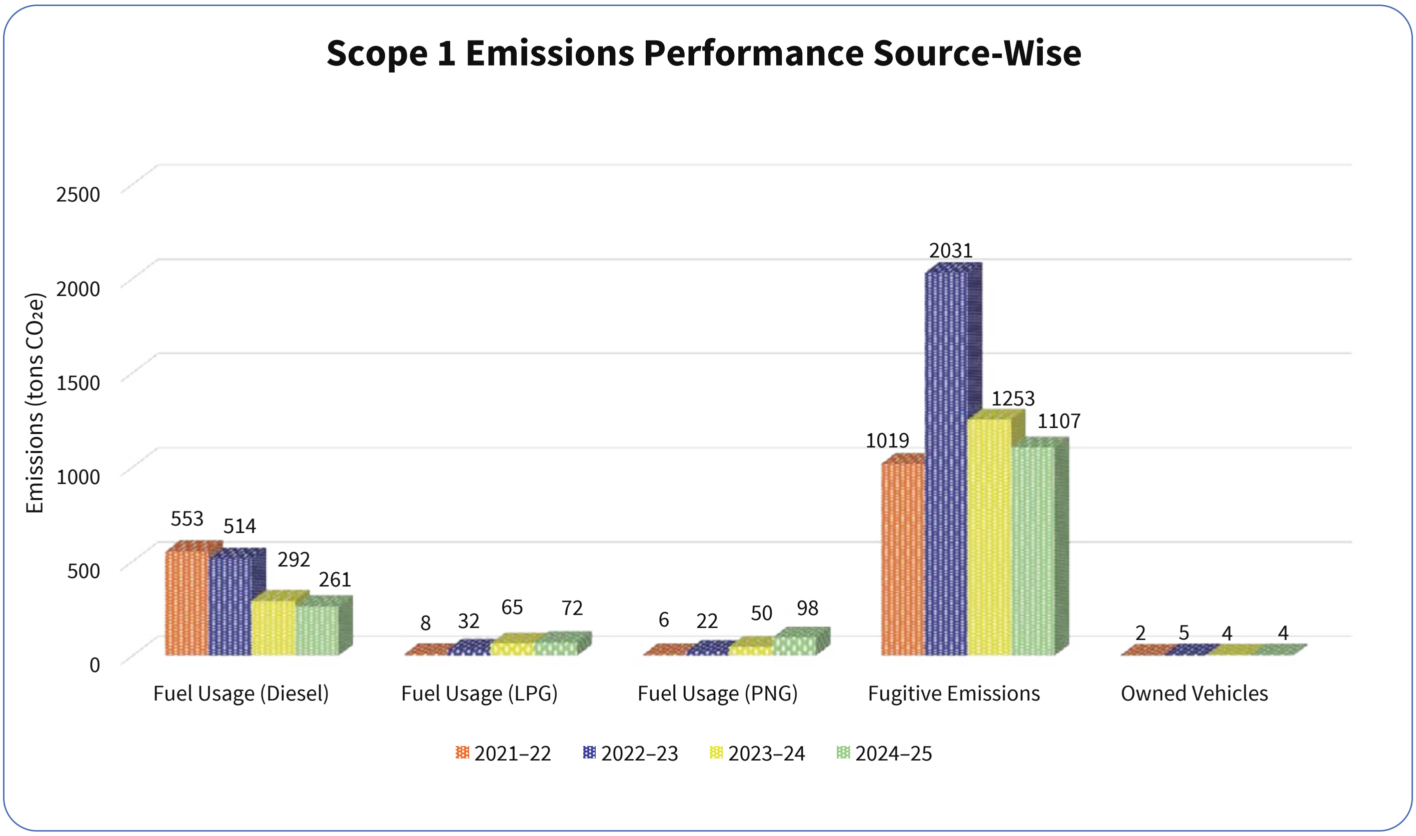
Environmental Pillar

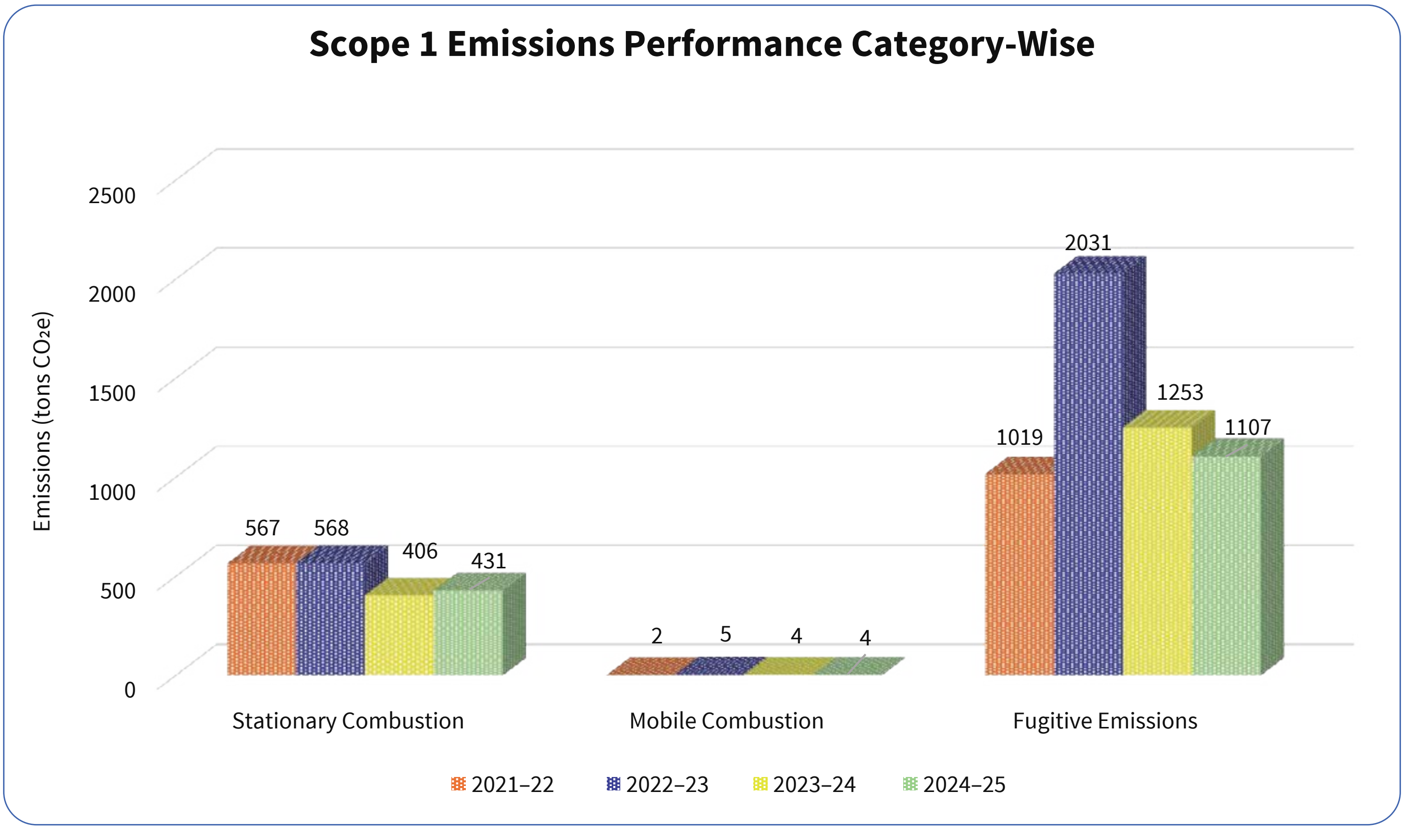
LTIMindtree remains steadfast in its commitment to achieving Net Zero targets by 2040. In the years following the pandemic, operations were not running at full capacity. However, FY 2024-25 marks the first post-pandemic year of full operational capacity. Additionally, the company's expansion and the opening of new offices contributed to an increase in its overall carbon footprint. Despite this, various initiatives were implemented to mitigate the surge in emissions.

Aligned with our ESG Vision, we continue to uphold our sustainability commitments. To strengthen our environmental reporting, we have taken deliberate steps to expand the scope of our disclosures. Furthermore, multiple systems and monitoring measures are in place to track our carbon footprint against the 2019 baseline, ensuring continuous progress toward our sustainability goals.

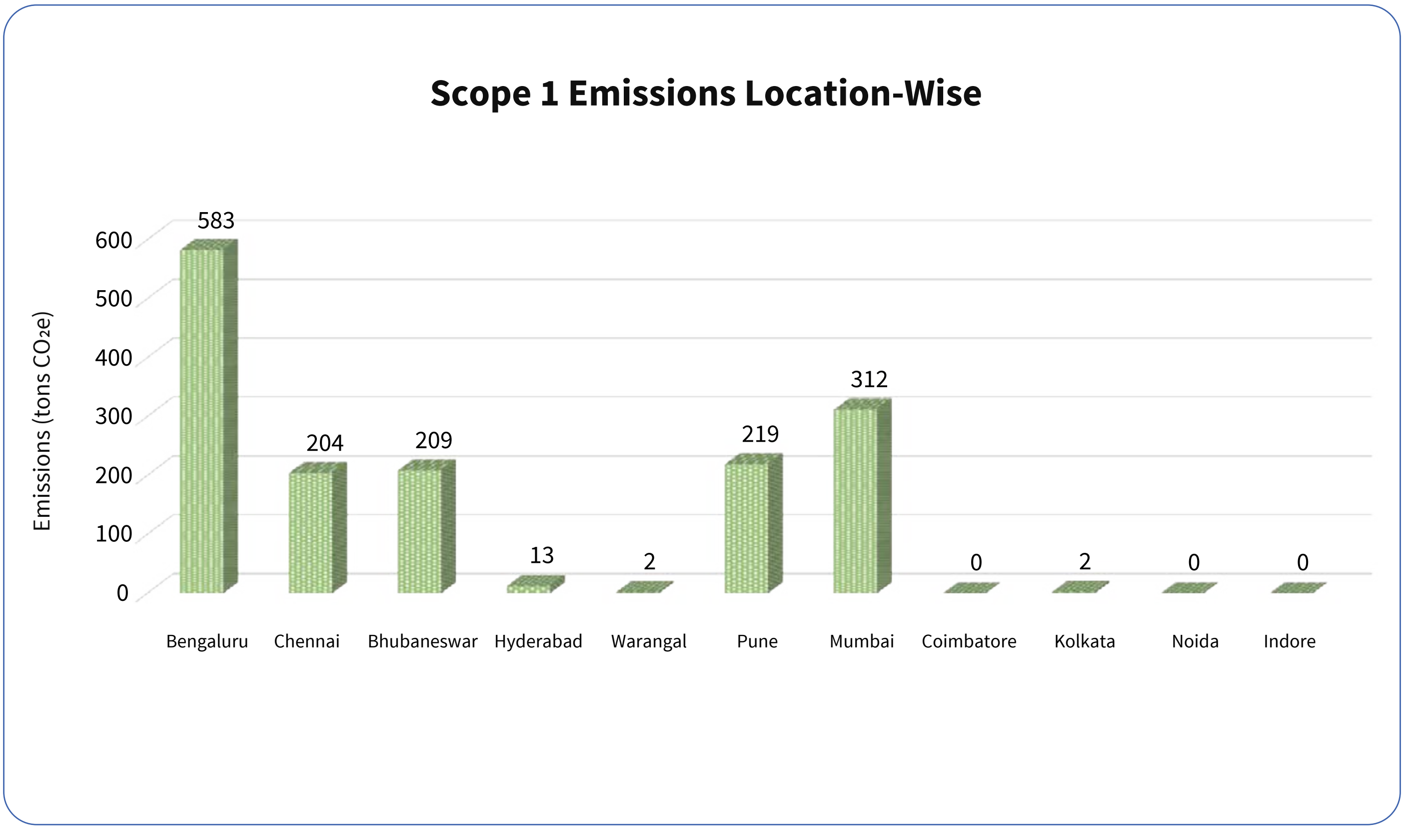
Carbon FootPrint	2018-19 Baseline (FY)	2021-22 (FY)	2022-23 (FY)	2023-24 (FY)	2024-25 (FY)	FY25 vs FY24	FY25 vs FY19
GHG Emissions Per-Capita (Tons CO_2e/Annum/ Employee)	2.033	6.543	1.489	0.788	0.780	-0.95%	-61.62%
Energy Per-Capita (GJ/Annum/ Employee)	6.364	33.396	4.935	2.555	2.864	12.10%	-54.99%
Renewable Energy %	38.53%	53.03%	52.07%	54.69%	60.33%	5.65%	21.8%
Water Per-Capita (ML/Annum/ Employee)	0.010	0.050	0.007	0.004	0.004	-0.22%	-57.91%
Waste Recycling %	71.90%	99.31%	64.20%	92.14%	97.21%	5.07%	25.31%
Number Of Employees Working From Office	38,458	3,557	29,960	77,755	84,490	8.66%	119.70%


GHG Emissions Performance
Emissions (tons CO2e)
50000
40000
30000
20000
10000
0
1588
2604
1663
1542
12720
15717
18928
18239
9555
26294
40664
46149
Scope 1
Scope 2
Scope 3
2021–22
2022–23
2023–24
2024–25


Scope 1 Emissions Performance Source-Wise
Emissions (tons CO2e)
2500
2000
1500
1000
500
0
553
514
292
261
8
32
65
72
6
22
50
98
1019
2031
1253
1107
2
5
4
4
Fuel Usage (Diesel)
Fuel Usage (LPG)
Fuel Usage (PNG)
Fugitive Emissions
Owned Vehicles
2021–22
2022–23
2023–24
2024–25



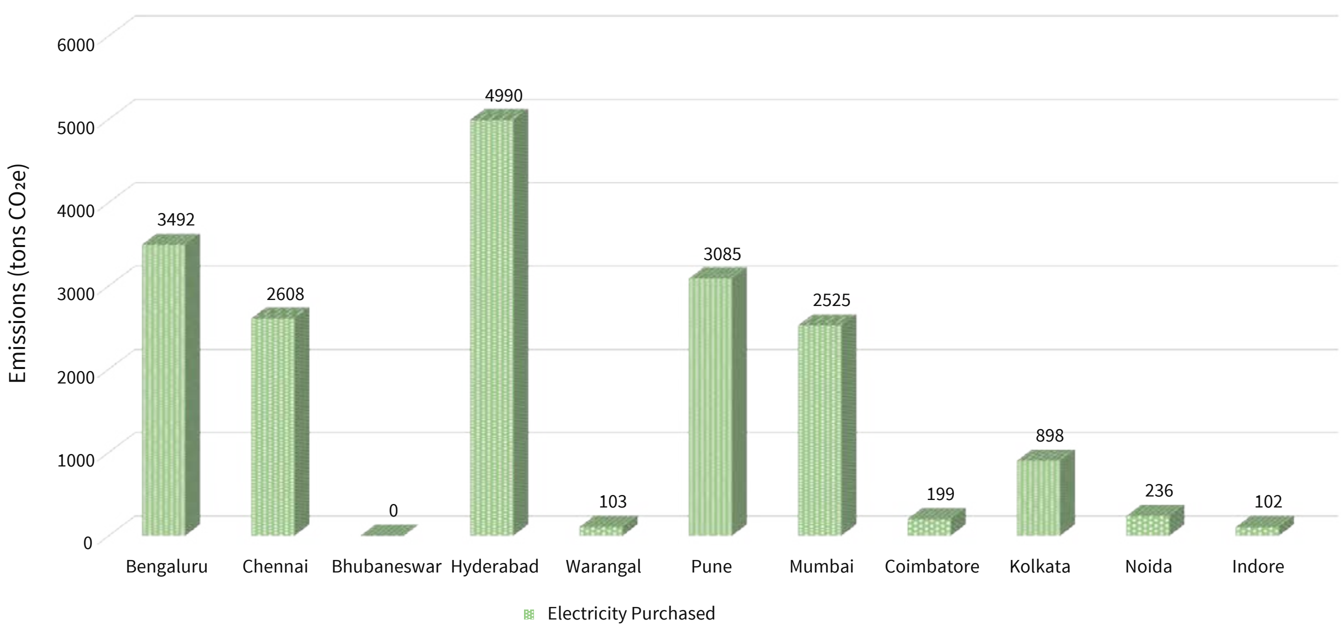
Scope 1 Emissions Performance Category-Wise
Emissions (tons CO2e)
2500
2000
1500
1000
500
0
567
568
406
431
2
5
4
4
1019
2031
1253
1107
Stationary Combustion
Mobile Combustion
Fugitive Emissions
2021–22
2022–23
2023–24
2024–25



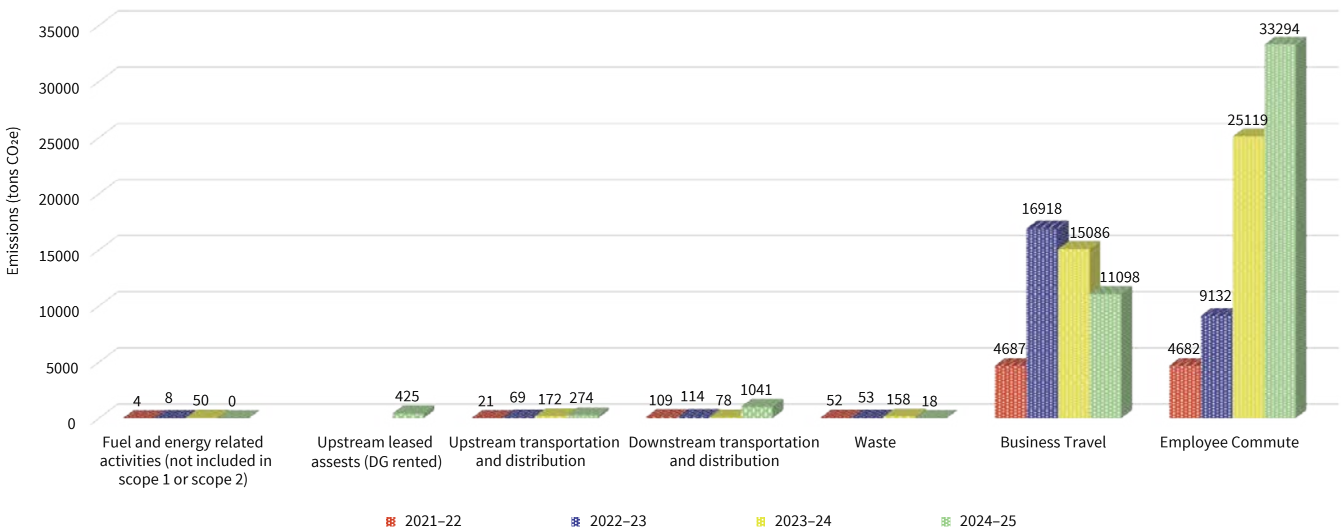
Scope 1 Emissions Location-Wise
Emissions (tons CO2e)
600
500
400
300
200
100
0
583
204
209
13
2
219
312
0
2
0
0
Bengaluru
Chennai
Bhubaneswar
Hyderabad
Warangal
Pune
Mumbai
Coimbatore
Kolkata
Noida
Indore

Scope 2 Emissions Performance

Scope 2 Emissions Location-Wise

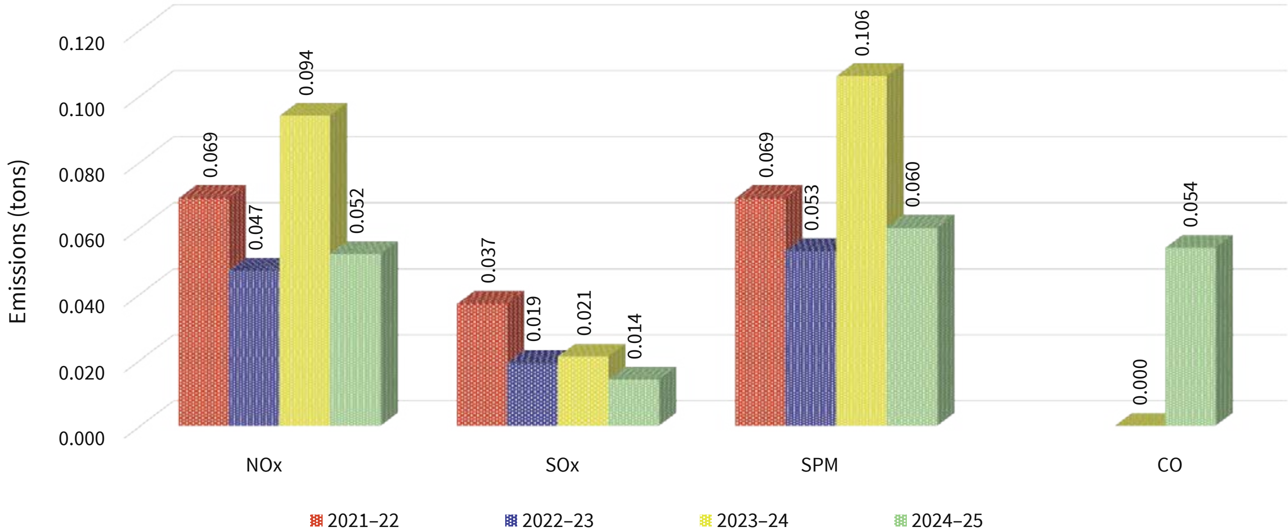


Scope 3 Emissions Category-Wise



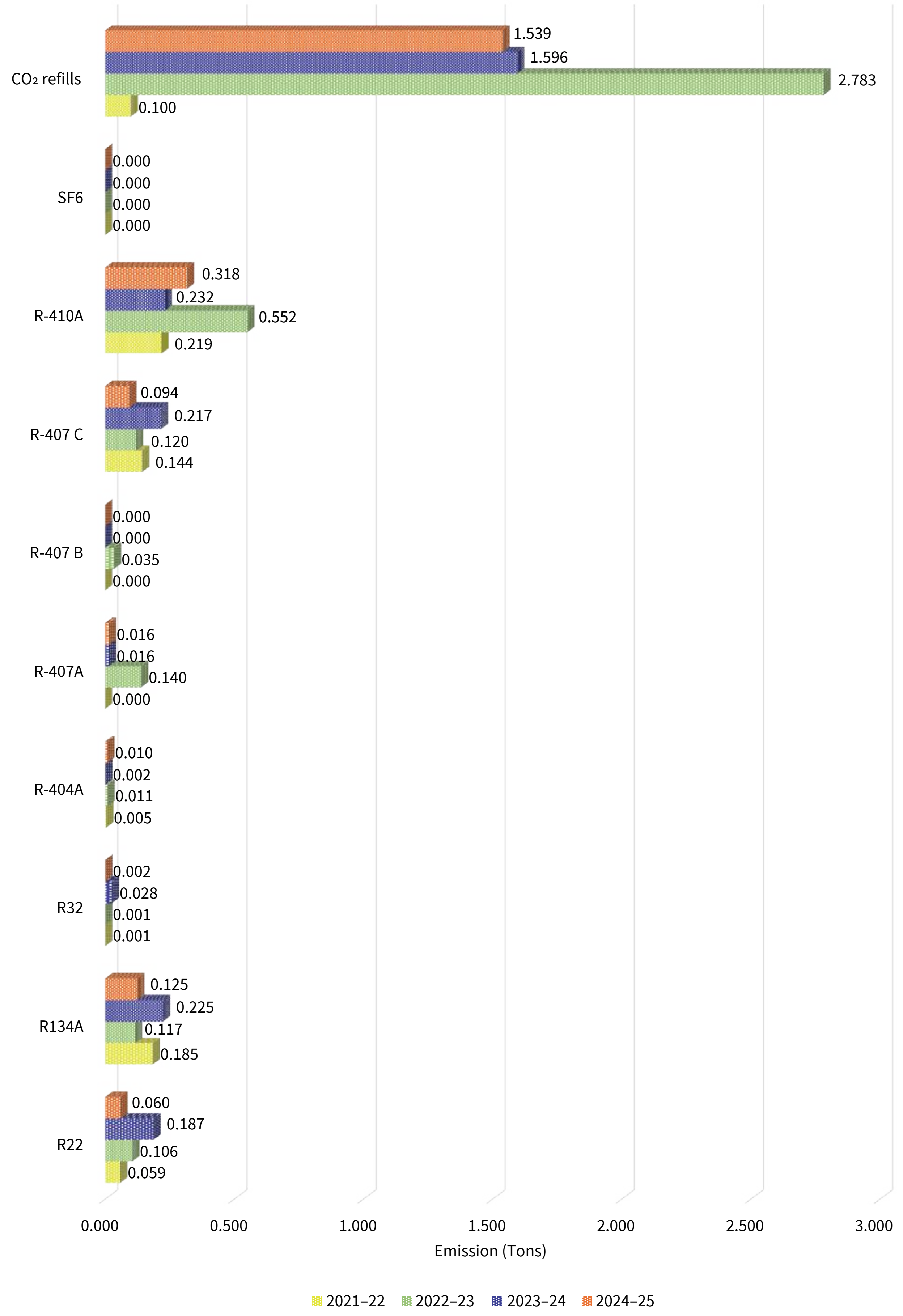
Note:
~First year of reporting upstream leased assets.
Downstream categories related to Scope 3–Processing of sold products, Use of sold products, End of life treatment, Downstream lease, Franchise, and Investments are not applicable/none/nil.

Air Emissions



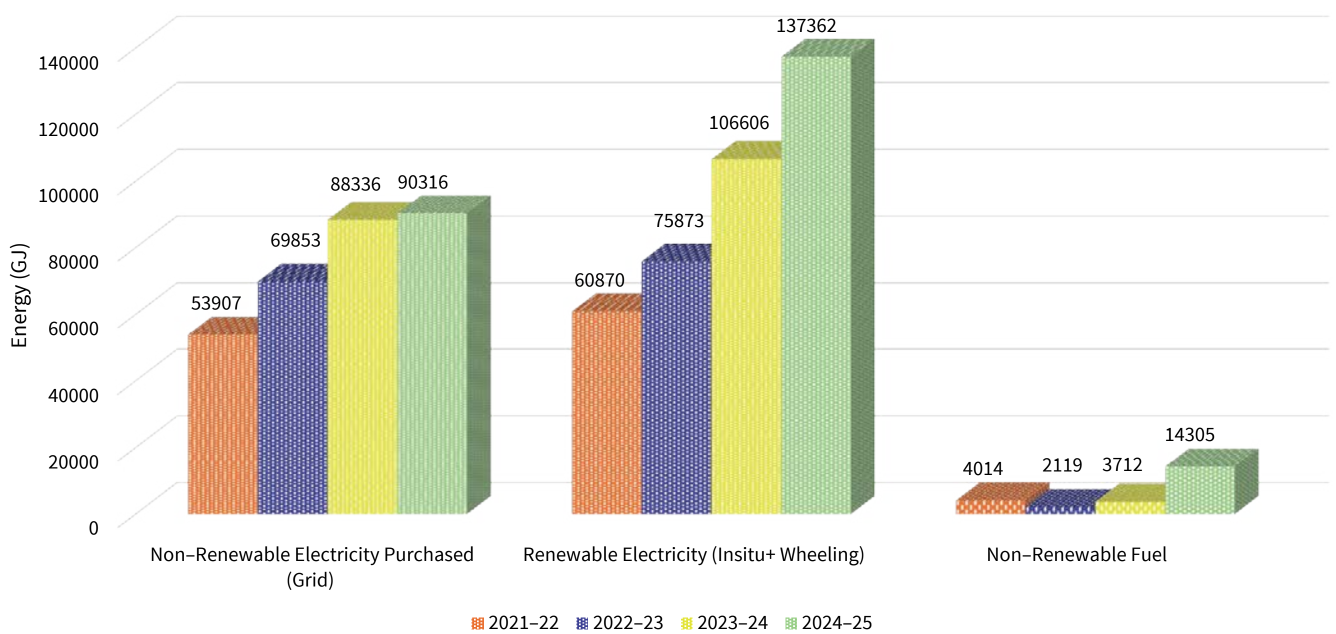
Note:
~CO reported from FY23–24

Ozone Depleting Substances (Tons)



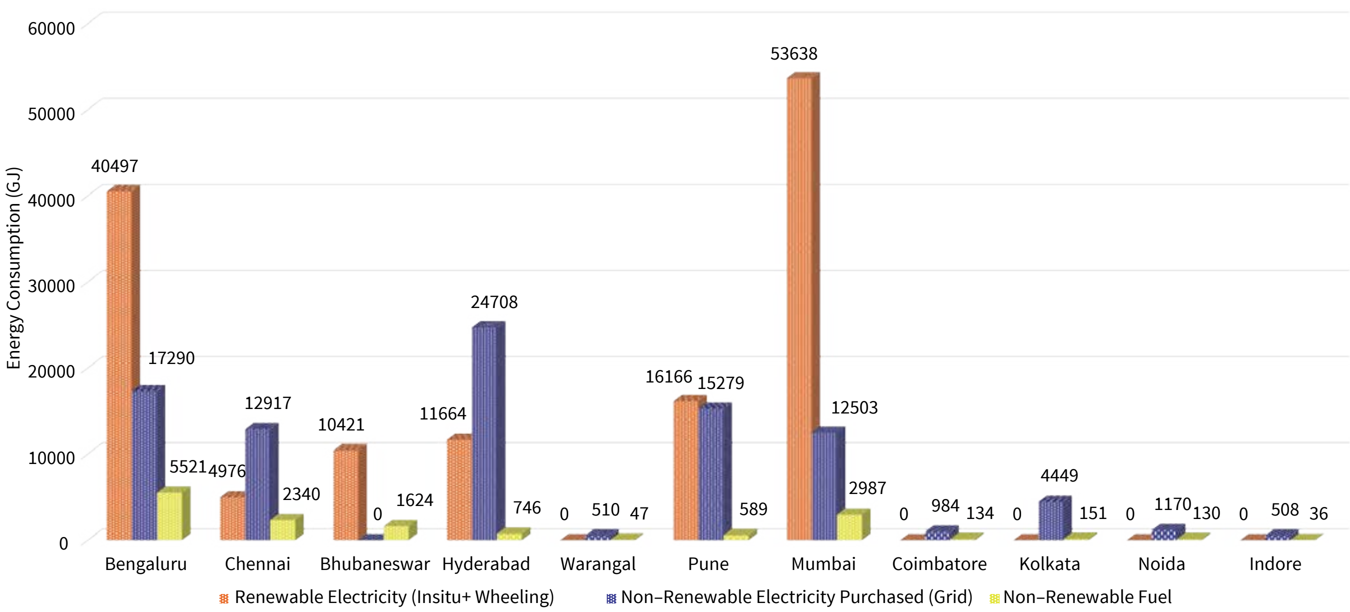
Note:
R-22 is classied as a Montreal Protocol gas and hence has a CFC-potential; other gases identied are CFC/HCFC free gases.
CFC equivalent of R22 is 0.003 tons in FY24-25.

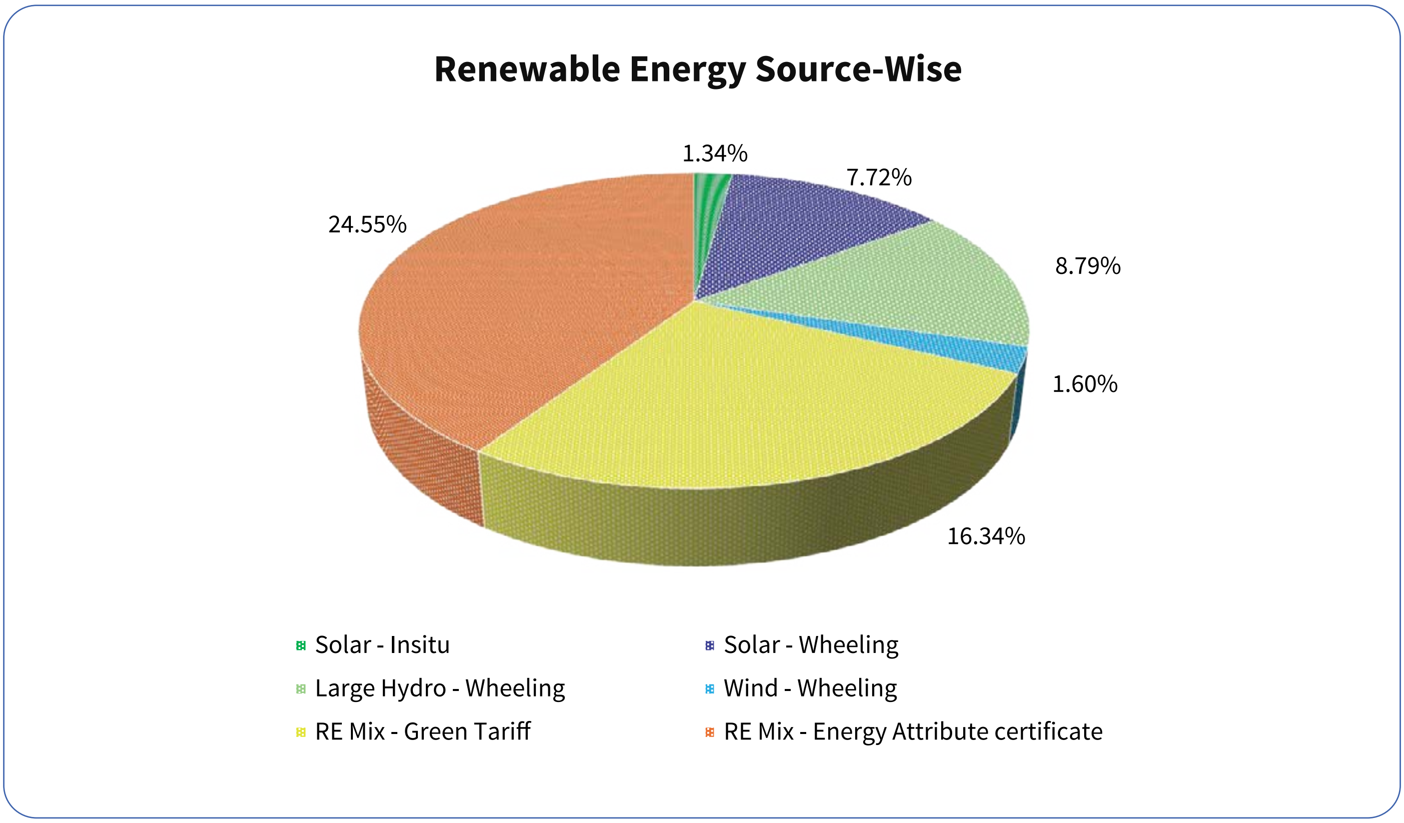
Energy Performance Source-Wise

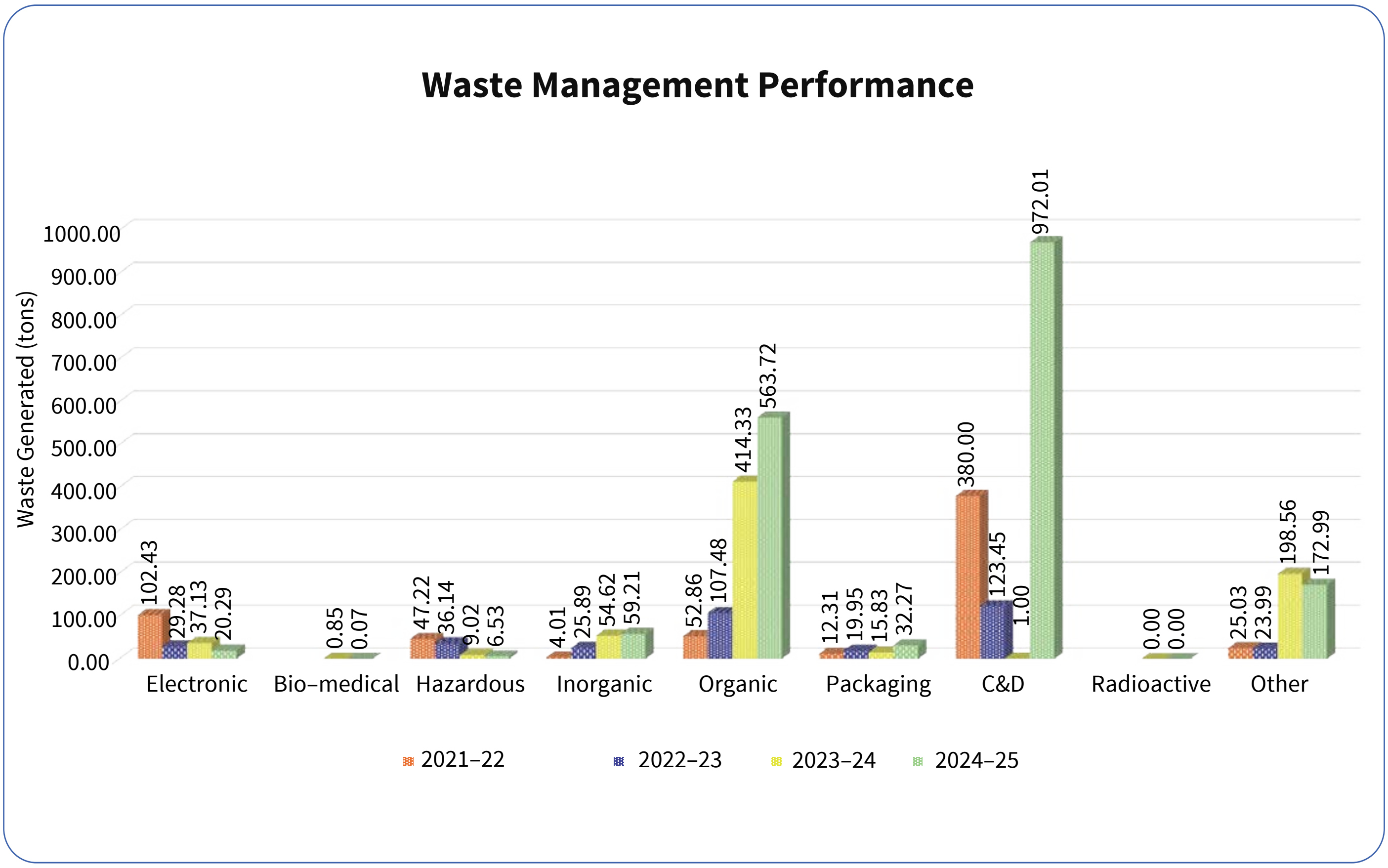


Note:
~FY21-22, 22-23 NR Fuel = DG Fuel
~From FY23-24, NR Fuel = Diesel+LPG+PNG+Petrol

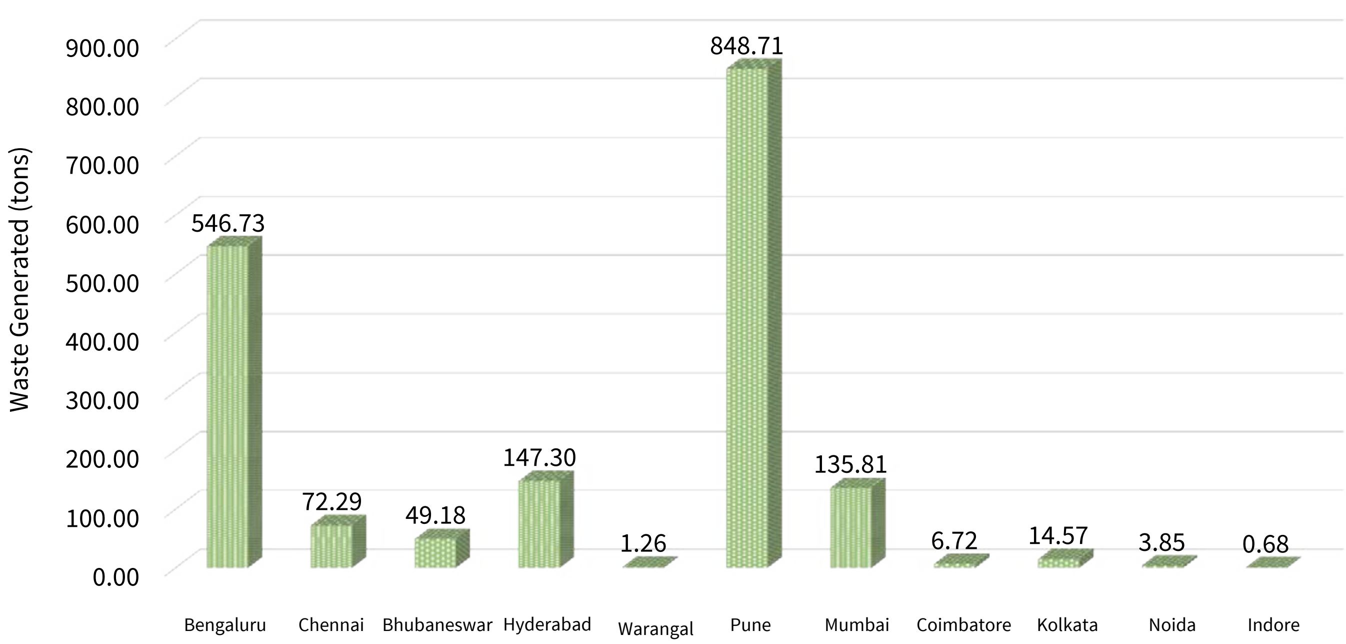
Energy Consumption Location-Wise



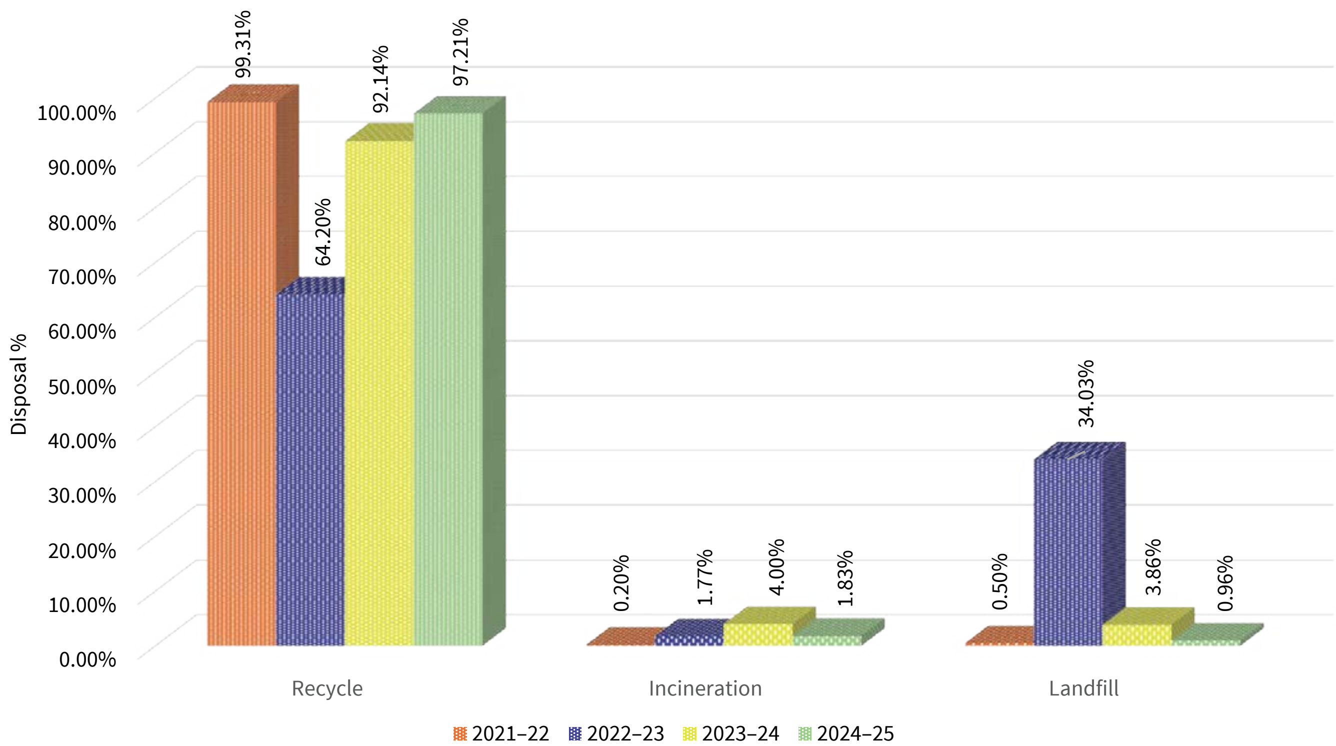

Renewable Energy Source-Wise
1.34%
7.72%
8.79%
1.60%
16.34%
24.55%
Solar - Insitu
Solar - Wheeling
Large Hydro - Wheeling
Wind - Wheeling
RE Mix - Green Tariff
RE Mix - Energy Attribute certificate

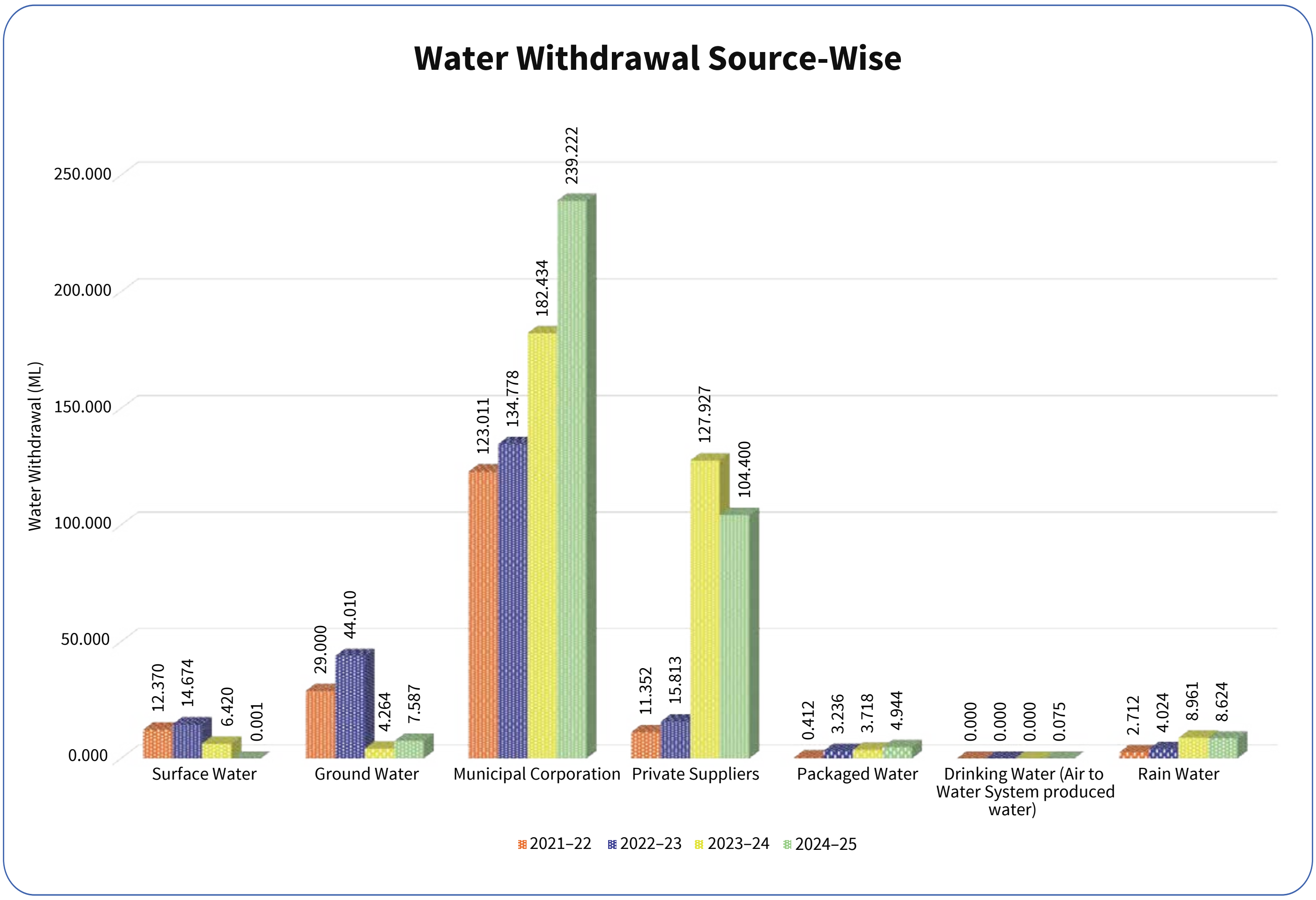

Waste Management Performance
Waste Generated (tons)
1000.00
900.00
800.00
700.00
600.00
500.00
400.00
300.00
200.00
100.00
0.00
102.43
29.28
37.13
20.29
0.85
0.07
47.22
36.14
9.02
6.53
4.01
25.89
54.62
59.21
52.86
107.48
414.33
563.72
12.31
19.95
15.83
32.27
380.00
123.45
1.00
972.01
0.00
0.00
25.03
23.99
198.56
172.99
Electronic
Bio–medical
Hazardous
Inorganic
Organic
Packaging
C&D
Radioactive
Other
2021–22
2022–23
2023–24
2024–25

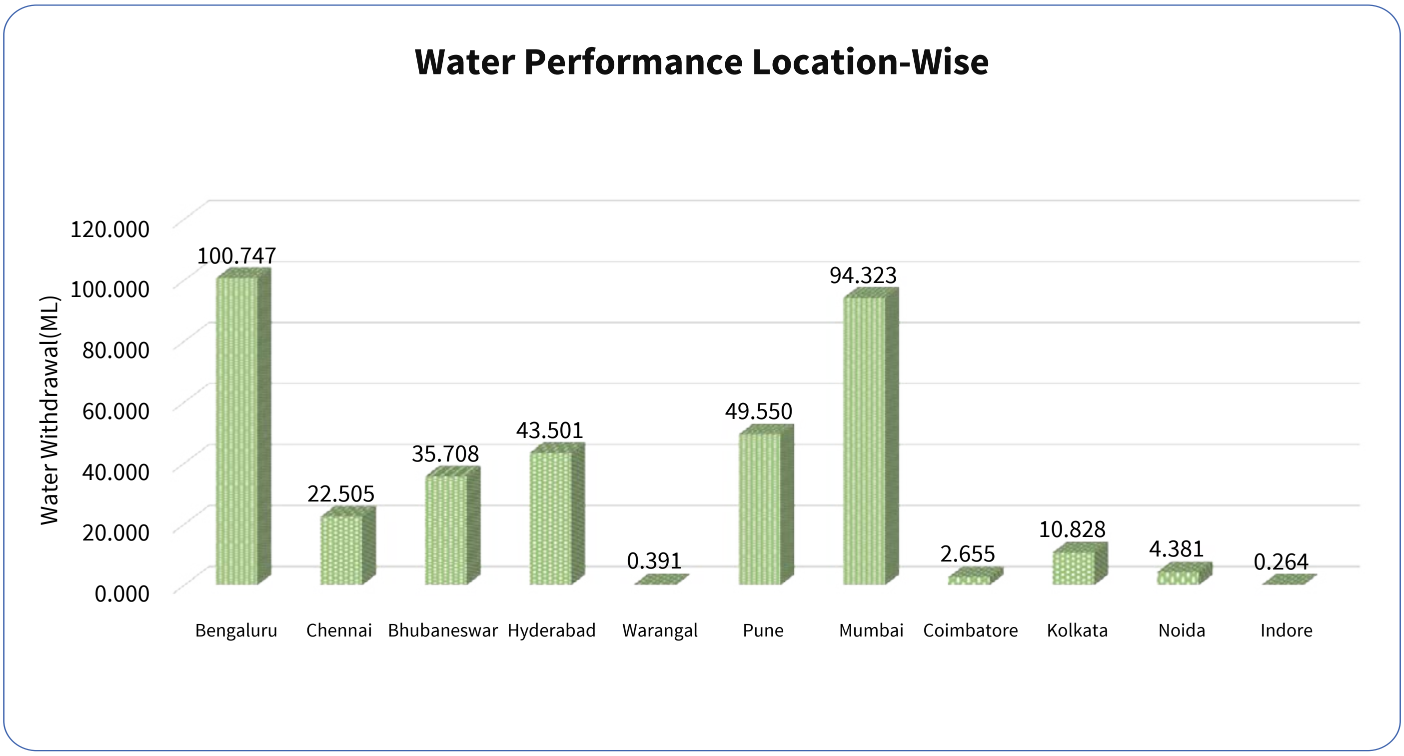
Waste Management Performance Location-Wise

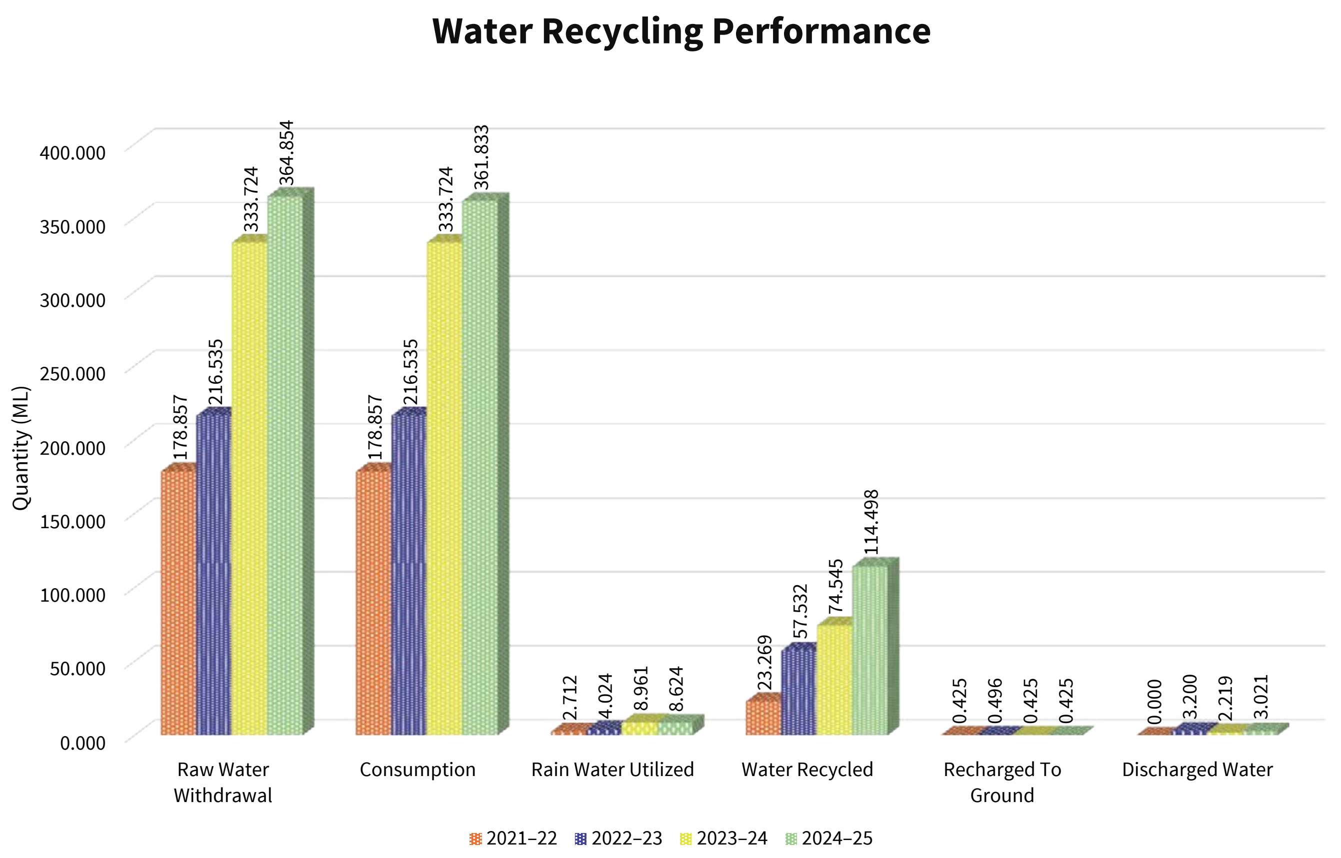


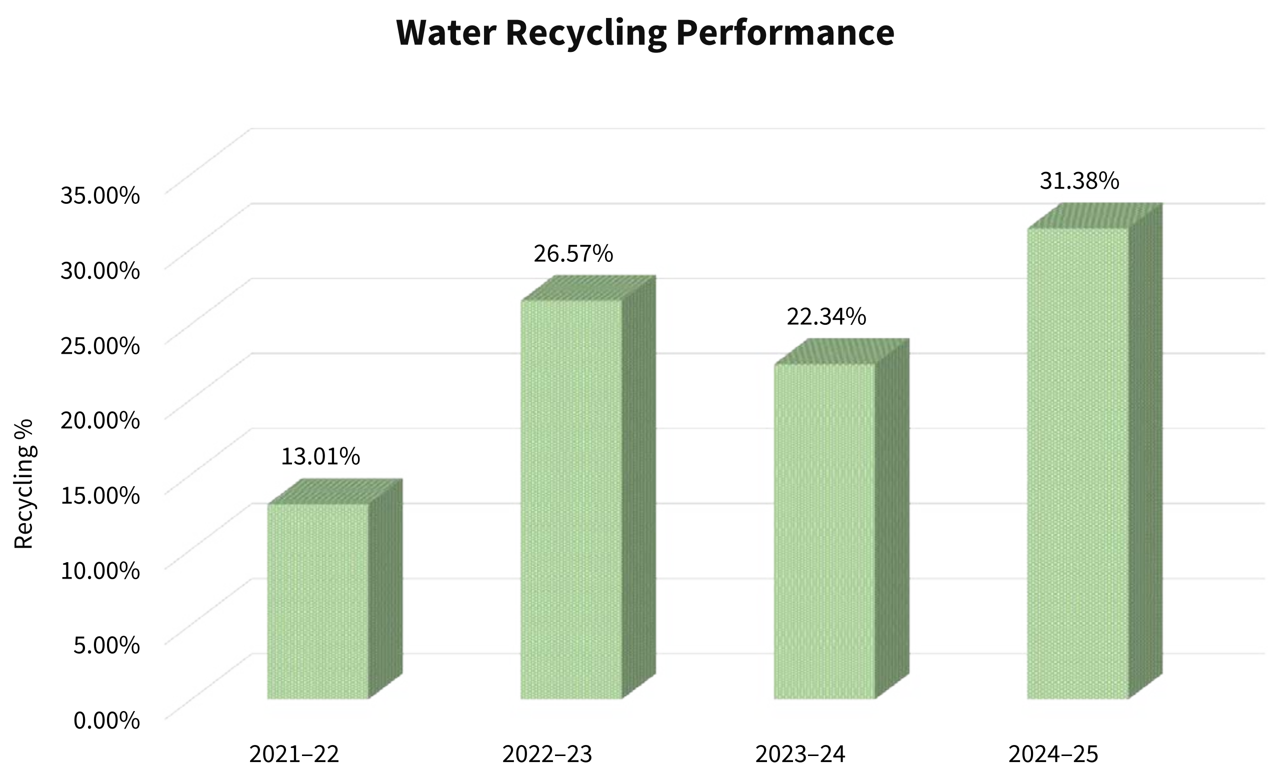
Waste Management Disposal-Wise




Water Withdrawal Source-Wise
Water Withdrawal (ML)
250.000
200.000
150.000
100.000
50.000
0.000
12.370
14.674
6.420
0.001
29.000
44.010
4.264
7.587
123.011
134.778
182.434
239.222
11.352
15.813
127.927
104.400
0.412
3.236
3.718
4.944
0.000
0.000
0.000
0.075
2.712
4.024
8.961
8.624
Surface Water
Ground Water
Municipal Corporation
Private Suppliers
Packaged Water
Drinking Water (Air to Water System produced water)
Rain Water
2021–22
2022–23
2023–24
2024–25


Water Performance Location-Wise
Water Withdrawal(ML)
120.000
100.000
80.000
60.000
40.000
20.000
0.000
100.747
22.505
35.708
43.501
0.391
49.550
94.323
2.655
10.828
4.381
0.264
Bengaluru
Chennai
Bhubaneswar
Hyderabad
Warangal
Pune
Mumbai
Coimbatore
Kolkata
Noida
Indore


Water Recycling Performance
Quantity (ML)
400.000
350.000
300.000
250.000
200.000
150.000
100.000
50.000
0.000
178.857
216.535
333.724
364.854
178.857
216.535
333.724
361.833
2.712
4.024
8.961
8.624
23.269
57.532
74.545
114.498
0.425
0.496
0.425
0.425
0.000
3.200
2.219
3.021
Raw Water Withdrawal
Consumption
Rain Water Utilized
Water Recycled
Recharged To Ground
Discharged Water
2021–22
2022–23
2023–24
2024–25


Water Recycling Performance
Recycling %
35.00%
30.00%
25.00%
20.00%
15.00%
10.00%
5.00%
0.00%
13.01%
26.57%
22.34%
31.38%
2021–22
2022–23
2023–24
2024–25

Social Pillar

All employees at LTIMindtree are classified as either Permanent or Contract (Other than Permanent), with no categorization as 'Workers'. Recognizing that gender is not strictly binary, some individuals may prefer to opt out of traditional male/female identification and select 'Others'. This inclusive category encompasses individuals who identify as non-binary, gender-fluid, transgender, or any other gender identity beyond the binary norm.

Talent Pool

Category	Male	Female	Others	Total
By Employee Category				
Associates	48,754	23,811	31	72,596
Middle Management	8,994	1,702	7	10,703
Senior Management	782	82	2	866
Top Management	131	11	0	142
By Employee Contract				
Permanent	58,661	25,606	40	84,307
Contract	2,614	919	249	3,782
By Region				
India	50,480	23,320	1	73,801
UK	401	104	2	507
USA	4,737	1,384	9	6,130
Others	3,043	798	28	3,869
By Age				
<30	18,269	11,854	9	30,132
30-50	38,531	13,475	25	52,031
>50	1,861	277	6	2,144
Total	**58,661**	**25,606**	**40**	**84,307**

Differently Abled

Category	Male	Female	Others	Total
Permanent	50	11	0	61
Other than permanent	3	0	0	3
Total	**53**	**11**	**0**	**64**

New Hires

Category	Male	Female	Others	Total
By Employee Category				
Associates	14,984	6,617	19	21,620
Middle Management	1,251	186	7	1,444
Senior Management	115	8	0	123
Top Management	13	1	0	14
By Region				
India	14,946	6,372	0	21,318
UK	31	9	0	40
US	945	306	5	1,256
Others	441	125	21	587
By Age				
<30	7,660	4,146	4	11,810
30-50	8,437	2,631	19	11,087
>50	266	35	3	304
Total	**16,363**	**6,812**	**26**	**23,201**

Attrition among New Hires

Category	Male	Female	Others	Total
By Employee Category				
Associates	1,893	783	1	2,677
Middle Management	92	13	0	105
Senior Management	12	0	0	12
Top Management	1	0	0	1
By Region				
India	1,734	721	0	2,455
UK	1	0	0	1
US	190	54	1	245
Others	73	21	0	94
By Age				
<30	1,008	525	1	1,534
30-50	949	264	0	1,213
>50	41	7	0	48
Total	**1,998**	**796**	**1**	**2,795**

Attrition

Category	Male	Female	Others	Total
By Employee Category				
Associates	7,402	3,689	3	11,094
Middle Management	679	152	0	831
Senior Management	93	9	0	102
Top Management	16	0	0	16
By Region				
India	7,477	3,634	0	11,111
UK	48	7	0	55
US	375	125	1	501
Others	290	84	2	376
By Age				
<30	3,489	2,225	0	5,714
30-50	4,584	1,608	3	6,195
>50	117	17	0	134
Total	**8,190**	**3,850**	**3**	**12,043**

Turnover

Category	Male	Female	Others	Total
By Employee Category				
Associates	15.17%	15.43%	12.50%	15.25%
Middle Management	7.94%	9.44%	0.00%	8.17%
Senior Management	11.95%	11.53%	0.00%	11.89%
Top Management	11.99%	0.00%	0.00%	11.11%
By Region				
India	14.96%	15.62%	0.00%	15.17%
UK	10.84%	6.45%	0.00%	9.94%
US	7.99%	8.86%	10.81%	8.20%
Others	9.21%	10.24%	10.62%	9.43%
By Age				
<30	18.65%	17.95%	0.00%	18.37%
30-50	12.13%	12.42%	17.22%	12.21%
>50	6.57%	6.45%	0.00%	6.54%

Note:

- Turnover rates calculated based on the total employee numbers at the end of the reporting period
- Formula followed = (Number of employees who have left the organization in a particular category)/(Total number of employees in that particular category at the end of the reporting period)
- Turnover: Number of employees who leave the organization voluntarily or due to dismissal, retirement, or death in service

Retention to Work and Retention After Parental Leave

Category	No. Of Employees That Took Parental Leave	Return To Work Rate (After Leave Ended)	Retention Rate (after leave ended and were still employed after 12 months)
Maternity leave	1,835	99.95%	74.54%
Paternity leave	3,223	98.95%	81.23%

Proportion of Senior Management from Local Community

Region	Local Hires	Total Number	% of Locals
India	68	68	100%
UK and Europe	8	8	100%
US	54	54	100%
Others	7	7	100%
Total	**137**	**137**	**100%**

Ratios of Standard Entry-Level Wage by Gender Compared to Local Minimum Wage

	India (INR)			UK (GBP)			US (USD)		
(Per day)	Male	Female	Others	Male	Female	Others	Male	Female	Others
Entry Level Wage	829	828	1,291	109	0	0	162	154	176
Local Minimum Wage	795	795	795	92	92	92	140	140	140
Ratio	1.04	1.04	1.62	1.19	0.00	0.00	1.16	1.10	1.26

Note: Local minimum wage reference
India – https://factohr.com/minimum-wages-in-india/
UK – https://www.gov.uk/national-minimum-wage-rates

Note: Entry Level Wage(per day) - Level 0 & Level 1 is considered as 'Entry Level"
No one in the 'Female' and 'Others' categories on level 1 in UK in FY24-25.

Basic Salary and Remuneration of Women to Men

Employee Category	India (in INR)			UK (in GBP)			US (in USD)			ROW (In USD)		
	Male	Female	Ratio	Male	Female	Ratio	Male	Female	Ratio	Male	Female	Ratio
Basic Salary												
Associates	4,67,138	3,86,889	0.83	81,078	57,519	0.71	1,22,675	1,06,625	0.87	68,169	62,708	0.92
Middle Management	10,53,657	8,74,182	0.83	89,823	83,079	0.92	1,42,443	1,40,306	0.99	1,01,346	96,879	0.96
Senior Management	18,77,600	17,81,124	0.95	1,49,778	1,56,317	1.04	2,22,996	2,07,995	0.93	1,86,191	1,53,617	0.83
Top Management	29,74,743	22,00,018	0.74	2,25,047	-	0.00	2,99,399	2,80,000	0.94	1,99,008	3,39,567	1.71
Remuneration												
Associates	16,03,186	12,77,390	0.80	81,162	57,519	0.71	1,22,684	1,06,714	0.87	68,420	62,920	0.92
Middle Management	36,58,618	31,69,083	0.87	98,599	92,738	0.94	1,51,807	1,51,847	1.00	1,09,710	1,04,881	0.96
Senior Management	70,39,794	65,64,406	0.93	1,87,663	1,87,939	1.00	2,77,707	2,56,021	0.92	2,33,014	2,04,823	0.88
Top Management	1,25,26,595	1,06,90,684	0.85	3,18,945	-	0.00	4,29,261	4,53,750	1.06	2,89,602	4,96,629	1.71

Note: All numbers are Average 'per Annum'.
Basic salary is considered for India and 'Fixed gross salary' is considered for UK/USA/ROW.

Benefits Provided to Employees

Standard Benefit	India		US		UK		ROW	
	Full Time	Part-time/ Contract	Full Time	Part-time/ Contract	Full Time	Part-time/ Contract	Full Time	Part-time/ Contract
Group Term Life Insurance	Yes	No	Yes	No	Yes	Yes	Yes	No
Health care – Medical Insurance	Yes	No	Yes	No	Yes	No	Yes	No
Disability – Eg: Cab Facility	Yes	Yes	Yes (we have disability insurance and accommo-dation). No cab facility	No	Yes	No	No	No
Parental Leave	Yes	No	Yes, we have bonding leave (3 days)	No	Yes	Yes	As per country compliance	As per country compliance
Retirement Provision (PF+Gratuity)	Yes	No	Yes (for specific EEs com-ing from India to USA); we have 401(k) along with Employer match, which is a retirement option	No	No	No	No	No
Stock Ownership	Yes	No	Yes (for specific employees)	No	Yes	No	Yes	No
B+Ve (Counselling Program)	Yes	Yes	Yes	No	No	No	No	No
Healthy Mind Healthy Body (Wellness Program)	No	No	Yes; we have it through health insurance	No	No	No	No	No
Personal Accident Insurance	Yes	No	Yes; we have it through Basic Life and AD&D. 100% employer paid	No	No	No	No	No
Special Needs Leave	Yes	No	Yes	No	No	No	No	No
Emergency Medical Fund	Yes	No	No	No	No	No	No	No
Loans & Advances (House Deposit, Two wheeler, Salary advance)	Yes (two wheeler is discontinued)	No	Yes	No	Yes	No	Yes	No
Reduced Working Hours	Yes	No	No	No	No	No	No	No
Sabbatical	Yes (Higher Studies leave)	No	No	No	Yes(For se-lect group)	No	No	No
Child Care Vouchers	No	No	No	No	Yes(Dis-continued as per local compliance for new joiners)	Yes(Dis-continued as per local compliance for new joiners)	No	No
Flexible Work Hours	Yes	Yes	Yes	No	Yes	Yes	Yes	Yes
Day Care Facility	Yes	Yes	No	No	No	No	No	No
Caring for Family Members	Yes (Reduced work hours/SNL)	No	Yes - We have elder care program (for parents in India); we have employee assistance program (EAP) which can be availed by family members	No	No	No	No	No
Insurance Top up – Employee/ Spouse/Children/ parental	Yes	No	NA	NA	NA	NA	NA	NA
Addition to Loans and advances – Home Assistance Policy	Yes (Salary advance – additional loan is given while relocating)	No	No	No	No	No	No	No

CSR – Infrastructure Projects Spend

List of Activities	NGO Partner	Spent in FY24-25 (INR)
Construction of weather-resistant/ disaster-proof permanent houses	Centurion University Of Technology & Management	3,32,00,000
Shelter Home for aged, disabled, and severely sick stray dogs	Prayas Trust	30,00,000
Community Solar – Anganwadi, and Schools – Solar powered lighting; Solar streetlights in the village	Toyam Foundation	3,50,00,000
	Total	**7,12,00,000**

Learning & Development

Employee Category	Total No. of Employees per Category				No. of Hours of Training per Category				Average Hours of Training per Year per Employee			
	Male	Female	Others	Total	Male	Female	Others	Total	Male	Female	Others	Total
Permanent	58,661	25,606	40	84,307	38,59,020	30,05,115	725	68,64,860	65.79	117.36	18.13	81.43
Non-Permanent	2,614	919	249	3,782	51,507	18,553	4,958	96,759	19.70	20.19	19.91	25.58
GRAND TOTAL	**61,275**	**26,525**	**289**	**88,089**	**39,10,527**	**30,23,668**	**5,684**	**69,61,619**	**63.82**	**113.99**	**19.67**	**79.28**

Career Development Review

Categorisation	No. of Eligible Employees	No. of Employees Submitting Annual Performance Appraisal	Submission Percentage
Male	55,910	55,910	100%
Female	24,361	24,361	100%
Other	30	30	100%
Total	**80,301**	**80,301**	**100%**

Sustainable Supply Chain

Region	# Active Suppliers	% of Suppliers	Spend (USD)	% Spend
India	2,904	52.49%	64,22,91,372	44%
ROW	1,600	28.92%	18,93,55,864	13%
UK	327	5.91%	8,49,15,142	6%
US	701	12.67%	52,96,97,648	37%
Total	**5,532**	**100%**	**1,44,62,60,026**	**100%**

Diverse Suppliers - Procurement Spend

Region	# Active Suppliers	% of Suppliers	Spend (USD)	% Spend
Women - owned	85	1.54%	3,73,57,658.46	8.89%
Minority - owned	96	1.74%	10,34,36,786.40	3.21%

OHS Incidents (Employees)

Details	Bangalore	Chennai	Bhubaneshwar	Hyderabad & Warangal	Pune	Mumbai	Kolkata	Noida	Coimbatore	Indore	Total
No of Incidents	0	0	0	0	0	0	0	0	0	0	0
NO of first aid cases	3	0	1	3	0	2	2	0	0	0	11
No of Incidents led to lost time injury	0	0	0	0	0	0	0	0	0	0	0
No of lost days due to injuries	0	0	0	0	0	0	0	0	0	0	0
Total No. of Person Hours Worked (Total no of employees*9*22*12)	4,94,06,742	2,01,96,594	33,73,524	4,46,39,298	3,79,91,844	2,45,41,308	1,02,07,692	58,69,314	34,70,346	10,52,370	20,07,49,032
Total No. of Employees working from office	20,794	8,500	1,420	18,788	15,990	10,329	4,296	2,470	1,461	443	84,490
Incident Rate per 100 employees = No. of incidents X 100 / Total No. of Employees	0	0	0	0	0	0	0	0	0	0	0
Frequency Rate = No. of incidents X 100000 / Total Person Hours Worked	0	0	0	0	0	0	0	0	0	0	0
Severity Rate = Total No. of Lost Days / Total No. of Incidents	0	0	0	0	0	0	0	0	0	0	0
Lost Time Injury Frequency Rate = (No. of lost time injuries in FY x 1,000,000) / (Total hours worked by all staff in same FY)	0	0	0	0	0	0	0	0	0	0	0

OHS Incidents (Support Staff)

Details	Bangalore	Chennai	Bhubaneshwar	Hyderabad & Warangal	Pune	Mumbai	Kolkata	Noida	Coimbatore	Indore	Total
No of Incidents	0	0	0	0	0	1	0	0	0	0	1
No of first aid cases	3	0	1	5	0	1	1	0	0	0	11
No of Incidents led to lost time injury	0	0	0	0	0	1	0	0	0	0	1
No of lost days due to injuries	0	0	0	0	0	36	0	0	0	0	36
Total No. of Person Hours Worked (Total no of employees*8*26*12)	21,42,608	6,93,680	5,73,040	16,48,400	10,61,216	16,14,496	5,61,184	1,50,592	1,24,800	40,560	86,10,576
Total No. of Support staff	858	278	230	660	425	647	225	60	50	16	3,450
Incident Rate per 100 employees = No. of incidents X 100 / Total No. of Employees	0	0	0	0	0	0.155	0	0	0	0	0.029
Frequency Rate = No. of incidents X 100000 / Total Person Hours Worked	0	0	0	0	0	0.062	0	0	0	0	0.012
Severity Rate = Total No. of Lost Days / Total No. of Incidents	0	0	0	0	0	36	0	0	0	0	36
Lost Time Injury Frequency Rate = (No. of lost time injuries in FY x 1,000,000) / (Total hours worked by all staff in same FY)	0	0	0	0	0	0.61939	0	0	0	0	0.116

Governance Pillar

USD–INR exchange rate: 84.6030

Direct Economic Value Generated and Distributed

Direct Economic Value Generated (A)	2024–25 (INR in Crore)
Revenue (through core business segments)	38,008
Other Income (through other sources)	990
Total	**38,998**
Economic Value Distributed (B)	
Operating cost	6,889
Personnel expenses (wages+benefits)	24,531
Interest charges	278.9
Taxes and royalties (given to various govt. wherever business units are located) – **Taxes expenses**	1,612
Taxes and royalties (given to various govt. wherever business units are located) – **Dividend tax paid**	-
Dividends (payments to capital providers)	1,925
Donations (political parties/politicians)	-
Community development/CSR investments - paid to **LTIMindtree Foundation and other CSR activities**	93
Total	**35,329**
Economic value added (A-B)	**3,669**

Defined Benefit Plan Obligation and Other Retirement Plan

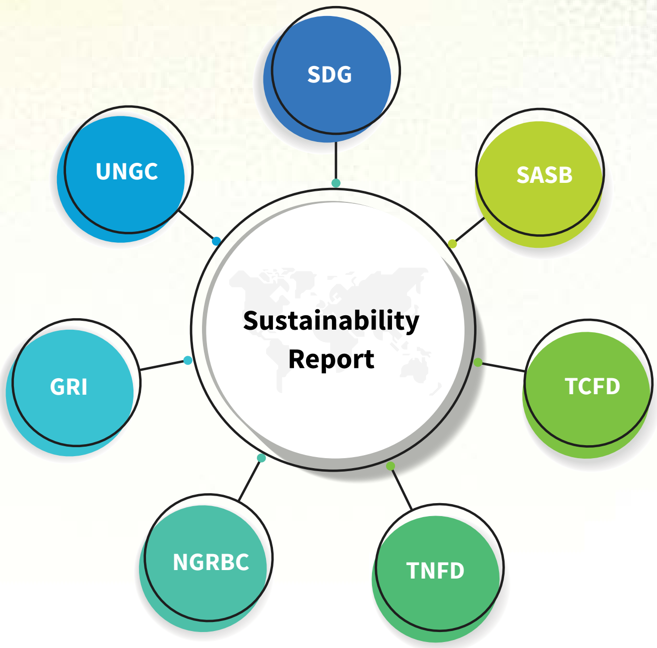
	2024–25 (INR in Crore)
Contributions to Provident and Other Funds	1683.8
Staff Welfare Expenses	89.2
Total	**1,773.00**

Financial Assistance Received from Government

	2024–25 (INR in Crore)
IT exemption	0
Land provided at subsidised rate	0
Incentives	0
Custom, excise duties waived#	47.28
Others	0
Total	**47.28**

The Navigator's Toolkit

Mapping Frameworks and Standards



Pillar: Environmental **Stakeholder:** Employees

Why Material to us?

Green Tech and Innovation

- To meet market and regulatory demands and provide solutions that support digital transformation and sustainability goals.
- Offers a competitive edge by attracting clients focused on sustainability.
- Aids risk management by mitigating environmental impact and compliance issues.

Water Management

- Ensuring resource efficiency, reducing costs and conserving resources for operations and client solutions.

Climate Change

- Fulfilling corporate responsibility by reducing our carbon footprint and developing solutions that help clients do the same.
- To address operational impacts caused by climate change, requiring proactive adaptation strategies.

Waste Management

- Leads to cost savings and improved operational efficiency.
- Meets regulatory standards and enhances reputation by demonstrating environmental responsibility.

MATERIAL TOPIC	SDGs	UNGC PRINCIPLE	NGRBC PRINCIPLE	TNFD	SASB	GRI Disclosure
Green Tech and Innovation		Principle 7 – Environmental Responsibility	Principle 6 – Restore Environment	Disclosure A of Strategy pillar	TC-SI-130a.1	**(Internal & External Impact)** Economic Performance
Climate Change		Principle 8 – Environment initiatives	Principle 7 – Public Advocacy	Disclosure A, B, C of Metrics and target pillar	TC-SI-130a.2	Energy Emissions
Water Management		Principle 9 – Environment friendly technologies		Disclosure D of Strategy and Dislcosure A, B, C, D of Risk management pillar	TC-SI-130a.3	Water & Effluents
Waste Management				Disclosure B of Strategy pillar		Waste

Pillar: Social **Stakeholder:** Employees, Suppliers, Communities

Why Material to us?

Employee Well-being & Experience

- Prioritizing employee well-being enhances job satisfaction and loyalty, making it easier to attract and retain top talent in a competitive market.
- A focus on well-being leads to a more motivated and productive workforce, contributing to overall business success.
- Companies known for positive employee experiences enjoy stronger reputations and brand loyalty.

Supply Chain Sustainability

- Sustainable supply chain practices mitigate risks related to ESG issues and can lead to cost savings throughout the supply chain.
- Increasing consumer and client demand for ethical and sustainable products requires supply chains that align with these values.

Diversity, Equity, and Inclusion (DEI)

- A diverse workforce brings a broad range of perspectives and ideas, fostering innovation and creative problem-solving.
- Inclusivity can open new market opportunities and improve client relationships by better reflecting diverse client bases.
- Emphasizing DEI ensures compliance with legalstandards and aligns with broader social responsibilities and values.

Community Development

- Engaging in community development strengthens corporate social responsibility and enhances brand reputation. It also increases employee pride and morale.
- Supporting communities fosters goodwill and can create a positive business environment.

MATERIAL TOPIC	SDGs	UNGC PRINCIPLE	NGRBC PRINCIPLE	TNFD	SASB	GRI Disclosure
Employee Well-being & Experience Diversity, Equity, and Inclusion		Principle 3 – Freedom of association Principle 6 – No discrimination Principle 1 – Respect human rights Principle 2 – No human rights abuse	Principle 3 – Human Resources Principle 5 – Human Rights	Disclosure C of Governance pillar	TC-SI-330a.1 TC-SI-330a.2 TC-SI-330a.3	**(Internal & External Impact)** Economic Performance **(Internal Impact)** Occupational Health & Safety Education and Training Diversity & Equal Opportunity Labour Relations Nondiscrimina-tion Freedom of association & collective bargaining Employment
Supply Chain Sustainability Community Development		Principle 4, 5 – Labor practices	Principle 2 – Service Responsibility Principle 8 – Inclusive Growth	Disclosure B of Risk management and Strategy pillar Disclosure C of Governance pillar		**(External Impact)** Procurement practices Indirect Economic Impacts Supplier Assessment **(Internal & External Impact)** Child Labor Forced/ Compulsory Labor **(Internal & External Impact)** Local Communities Economic Impacts

Pillar: Governance **Stakeholder:** Employees, Customers, Investor

Why Material to us?

Business Ethics

- Upholding high ethical standards is crucial for building trust with clients, partners, and stakeholders.
- Ethical practices help protect the company's reputation and foster long-term relationships.
- Adherence to ethical guidelines helps ensure compliance with laws and regulations, reducing the risk of legal penalties and maintaining operational integrity.
- Ethical business practices enhance confidence among investors, customers, and employees, contributing to overall business viability and success.

Data Privacy and Risk Management

- In an industry dealing with sensitive information, safeguarding data privacy is crucial for maintaining client trust and ensuring compliance with global privacy laws, such as GDPR.
- Robust risk management practices are vital to protect against cyber threats and data breaches, which can have severe financial and reputational consequences.

Corporate Governance

- Strong corporate governance ensures accountability and transparency in decision-making processes, which is essential for stakeholder trust.
- Effective governance structures help identify and manage risks, safeguarding the company from potential financial and operational fallouts.
- Governance frameworks facilitate strategic planning and resource allocation, promoting sustainable business growth and adaptability in a changing market.

MATERIAL TOPIC	SDGs	UNGC PRINCIPLE	NGRBC PRINCIPLE	TNFD	SASB	GRI Disclosure
Business Ethics Corporate Governance Data Privacy and Risk Management	5 Gender Equality 8 Decent Work and Economic Growth 9 Industry, Innovation and Infrastructure 10 Reduced Inequalities 12 Responsible Consumption and Production 16 Peace, Justice and Strong Institutions 17 Partnerships for the Goals	Principle 1 – Ethics Principle 4 – Responsiveness to Stakeholders	Principle 3 – Human Resources Principle 5 – Human Rights Principle 9 – Customer Engagement	Disclosure C of Governance pillar Disclosure A and B of Governance pillar Disclosure A and C of Strategy pillar	TC-SI-220a.1 TC-SI-220a.2 TC-SI-220a.3 TC-SI-220a.4 TC-SI-220a.5 TC-SI-230a.1 TC-SI-230a.2 TC-SI-520a.1 TC-SI-550a.1 TC-SI-550a.2	**(Internal Impact)** Governance Structure **(Internal & External Impact)** Anti-corruption Anti-competitive behavior Economic Performance Marketing and Labeling Customer Privacy

The United Nations Global Compact (UNGC) 10 Principles

Principles	Statement	Page Number
Human Rights		
Principle 1	Businesses should support and respect the protection of internationally proclaimed human rights.	19
Principle 2	Make sure that they are not complicit in human rights abuses.	19
Labor		
Principle 3	Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.	19
Principle 4	The elimination of all forms of forced and compulsory labor.	19
Principle 5	The effective abolition of child labor.	19
Principle 6	The elimination of discrimination in respect of employment and occupation.	19
Environment		
Principle 7	Businesses should support a precautionary approach to environmental challenges.	10, 27
Principle 8	Undertake initiatives to promote greater environmental responsibility.	27-38
Principle 9	Encourage the development and diffusion of environmentally friendly technologies.	25, 30
Anti-Corruption		
Principle 10	Businesses should work against corruption in all its forms, including extortion and bribery.	18, 26, 85

Task force on Climate-related Financial Disclosures (TCFD) and Task force on Nature-related Financial Disclosures (TNFD) Content Index

TCFD Disclosure	TNFD Disclosure	Page Number
I. Governance		
A. Describe the board's oversight of climate-related risks and opportunities	A. Describe the board's oversight of nature-related dependencies, impacts, risks and opportunities.	20
B. Describe management's role in assessing and managing climate-related risks and opportunities	B. Describe management's role in assessing and managing nature-related dependencies, impacts, risks and opportunities.	20
	C. Describe the organization's human rights policies and engagement activities, and oversight by the board and management, with respect to Indigenous Peoples, Local Communities, affected and other stakeholders, in the organization's assessment of, and response to, nature-related dependencies, impacts, risks and opportunities.	18, 19, 20, 48, 49, 50 BRSR - 207, 208, 209
II. Strategy		
A. Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term	A. Describe the nature-related dependencies, impacts, risks and opportunities the organization has identified over the short, medium and long term.	10,30-33, 34, 36, 38
B. Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning	B. Describe the effect nature-related dependencies, impacts, risks and opportunities have had on the organization's business model, value chain, strategy and financial planning, as well as any transition plans or analysis in place.	20,30-33, 36-38
C. Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario	C. Describe the resilience of the organization's strategy to nature-related risks and opportunities, taking into consideration different scenarios.	27-38
	D. Disclose the locations of assets and/or activities in the organization's direct operations and, where possible, upstream and downstream value chain(s) that meet the criteria for priority locations.	5

Task force on Climate-related Financial Disclosures (TCFD) and Task force on Nature-related Financial Disclosures (TNFD) Content Index

TCFD Disclosure	TNFD Disclosure	Page Number
III. Risk management		
A. Describe the organization's processes for identifying and assessing climate-related risks	A. Describe the organization's processes for identifying, assessing and prioritizing nature-related dependencies, impacts, risks and opportunities in its direct operations.	11,22, 31-33, 36, 37
B. Describe the organization's processes for managing climate-related risks	B. Describe the organization's processes for identifying, assessing and prioritizing nature-related dependencies, impacts, risks and opportunities in its upstream and downstream value chain(s).	11,22, 31-33, 36, 37
C. Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management	C. Describe the organization's processes for monitoring nature-related dependencies, impacts, risks and opportunities.	11, 31, 36, 37
	D. Describe how processes for identifying, assessing, prioritizing and monitoring nature-related risks are integrated into and inform the organization's overall risk management processes.	11, 31, 36, 37
IV. Metrics and targets		
A. Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process	A. Disclose the metrics used by the organization to assess and manage material nature-related risks and opportunities in line with its strategy and risk management process.	16, 27-28, 31-33, 53-55
B. Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks	B. Disclose the metrics used by the organization to assess and manage dependencies and impacts on nature.	36-38, 51-56
C. Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets	C. Describe the targets and goals used by the organization to manage nature-related dependencies, impacts, risks and opportunities and its performance against these.	15, 51-61

Sustainability Accounting Standards Board (SASB) Content Index

Topic	Disclosure No	Description	Page Number
Environmental Footprint of Hardware Infrastructure	**TC-SI-130a.1**	(1) Total energy consumed (2) Percentage grid electricity (3) Percentage renewable	27, 28, 57, 58
	TC-SI-130a.2	(1) Total water withdrawn (2) Total water consumed percentage of each in regions with High or Extremely High Baseline Water Stress	33, 60 BRSR - 202, 203
	TC-SI-130a.3	Discussion of the integration of environmental considerations into strategic planning for data center needs	30
Data Privacy & Freedom of Expression	**TC-SI-220a.1**	Description of policies and practices relating to behavioral advertising and user privacy	23-24 BRSR - 210
	TC-SI-220a.2	Number of users whose information is used for secondary purposes	Nil
	TC-SI-220a.3	Total amount of monetary losses as a result of legal proceedings associated with user privacy	84
	TC-SI-220a.4	(1) Number of law enforcement requests for user information (2) Number of users whose information was requested (3) Percentage resulting in disclosure	Nil
	TC-SI-220a.5	List of countries where core products or services are subject to government-required monitoring blocking content filtering or censoring	Not Applicable
Data Security	**TC-SI-230a.1**	(1) Number of data breaches. (2) Percentage involving personally identifiable information (PII) (3) Number of users affected	84 BRSR - 210, 211
	TC-SI-230a.2	Description of approach to identifying and addressing data security risks including use of third- party cyber security standards	23-24
Recruiting & Managing a Global Diverse & skilled Workforce	**TC-SI-330a.1**	Percentage of employees that require a work visa (1) Foreign nationals (2) Located offshore	62
	TC-SI-330a.2	Employee engagement as a percentage	46
	TC-SI-330a.3	Percentage of gender and racial/ethnic group representation for (1) Management (2) Technical staff (3) All other employees	62
Intellectual Property Protection & Competitive Behavior	**TC-SI-520a.1**	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations	84
Managing Systemic Risks from Technology Disruptions	**TC-SI-550a.1**	Number of (1) Performance issues (2) Service disruptions (3) Total customer downtime	Nil
	TC-SI-550a.2	Description of business continuity risks related to disruptions of operations	23

GRI Content Index

GRI Standard	GRI Topic	Disclosure No	Disclosure Title	Page Number
2021	General Disclosures	2-1	Organizational details	4
2021	General Disclosures	2-2	Entities included in the organization's sustainability reporting	5
2021	General Disclosures	2-3	Reporting period, frequency and contact point	5, Back page
2021	General Disclosures	2-4	Restatements of information	None
2021	General Disclosures	2-5	External assurance	5, 87
2021	General Disclosures	2-6	Activities, value chain and other business relationships	4-5, 25-26 BRSR - 162
2021	General Disclosures	2-7	Employees	5, 62 BRSR - 163
2021	General Disclosures	2-8	Workers who are not employees	62
2021	General Disclosures	2-9	Governance structure and composition	19-20 AR - 107-109; 257-259
2021	General Disclosures	2-10	Nomination and selection of the highest governance body	AR - 231-234, 264
2021	General Disclosures	2-11	Chair of the highest governance body	19, 20 AR - 107-109
2021	General Disclosures	2-12	Role of the highest governance body in overseeing the management of impacts	20 AR - 260-261, 264
2021	General Disclosures	2-13	Delegation of responsibility for managing impacts	20 AR - 263
2021	General Disclosures	2-14	Role of the highest governance body in sustainability reporting	20
2021	General Disclosures	2-17	Collective knowledge of the highest governance body	20, AR - 261-262
2021	General Disclosures	2-18	Evaluation of the performance of the highest governance body	AR - 233, 264
2021	General Disclosures	2-19	Remuneration policies	AR - 231, 265
2021	General Disclosures	2-20	Process to determine remuneration	AR - 266
2021	General Disclosures	2-21	Annual total compensation ratio	AR - 266, 280-281
2021	General Disclosures	2-22	Statement on sustainable development strategy	6-7
2021	General Disclosures	2-23	Policy commitments	18
2021	General Disclosures	2-24	Embedding policy commitments	18-19
2021	General Disclosures	2-25	Processes to remediate negative impacts	18-19
2021	General Disclosures	2-26	Mechanisms for seeking advice and raising concerns	19
2021	General Disclosures	2-27	Compliance with laws and regulations	19

GRI Standard	GRI Topic	Disclo-sure No	Disclosure Title	Page Number
2021	General Disclosures	2-28	Membership associations	BRSR - 205
2021	General Disclosures	2-29	Approach to stakeholder engagement	11-14
2021	General Disclosures	2-30	Collective bargaining agreements	19
2021	Material Topics	3-1	Process to determine material topics	15
2021	Material Topics	3-2	List of material topics	15
2021	Material Topics	3-3	Management of material topics	15
2024	Biodiversity	101-1	Policies to halt and reverse biodiversity loss	18
2024	Biodiversity	101-2	Management of biodiversity impacts	36-37
2024	Biodiversity	101-3	Access and benefit-sharing	36-37
2024	Biodiversity	101-4	Identification of biodiversity impacts	36-37
2024	Biodiversity	101-5	Locations with biodiversity impacts	5, 36-37
2024	Biodiversity	101-6	Direct drivers of biodiversity loss	36-37
2024	Biodiversity	101-7	Changes to the state of biodiversity	36-37
2024	Biodiversity	101-8	Ecosystem services	36-37
2016	Economic Performance	201-1	Direct economic value generated and distributed	70
2016	Economic Performance	201-2	Financial implications and other risks and opportunities due to climate change	30-33
2016	Economic Performance	201-3	Defined benefit plan obligations and other retirement plans	70
2016	Economic Performance	201-4	Financial assistance received from the Government	70
2016	Market Presence	202-1	Ratios of standard entry level wage by gender compared to local minimum wage	65
2016	Market Presence	202-2	Proportion of senior management hired from the local community	65
2016	Indirect Economic Impacts	203-1	Infrastructure investments and services supported	67
2016	Indirect Economic Impacts	203-2	Significant indirect economic impacts	47-50
2016	Procurement Practices	204-1	Proportion of spending on local suppliers	26, 67
2016	Anti-Corruption	205-1	Operations assessed for risks related to corruption	18, 26, 84
2016	Anti-Corruption	205-2	Communication and training about Anti-corruption policies and procedures	18, 84
2016	Anti-Corruption	205-3	Confirmed incidents of corruption and actions taken	84, BRSR - 176-177
2016	Anti-competitive Behavior	206-1	Legal actions for anti-competitive behavior, anti-trust and monopoly practices	84, BRSR - 176-177

GRI Standard	GRI Topic	Disclo-sure No	Disclosure Title	Coverage Page Number
2019	Tax	207-1	Approach to tax	19
2019	Tax	207-2	Tax governance, control, and risk management	19
2019	Tax	207-3	Stakeholder engagement and management of concerns related to tax	19
2019	Tax	207-4	Country-by-country reporting	19
2016	Materials	301-1	Materials used by weight or volume	BRSR - 180-181
2016	Materials	301-2	Recycled input materials used	BRSR - 180-181
2016	Materials	301-3	Reclaimed products and their packaging materials	BRSR - 180-181
2016	Energy	302-1	Energy consumption within the organization	27, 57-58
2016	Energy	302-2	Energy consumption outside of the organization	57, 58
2016	Energy	302-3	Energy intensity	51
2016	Energy	302-4	Reduction of energy consumption	29-30
2016	Energy	302-5	Reductions in energy requirements of products and services	29-30
2018	Water and Effluents	303-1	Interactions with water as a shared resource	33-34
2018	Water and Effluents	303-2	Management of water discharge-related impacts	34
2018	Water and Effluents	303-3	Water withdrawal	33, 60
2018	Water and Effluents	303-4	Water Discharge	61
2018	Water and Effluents	303-5	Water consumption	33
2016	Biodiversity	304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	36-37
2016	Biodiversity	304-2	Significant impacts of activities products and services on biodiversity	37
2016	Biodiversity	304-3	Habitats protected or restored	37
2016	Biodiversity	304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	84
2016	Emissions	305-1	Direct (Scope 1) GHG emissions	28, 52-53
2016	Emissions	305-2	Energy indirect (Scope 2) GHG emissions	28, 54
2016	Emissions	305-3	Other indirect (Scope 3) GHG emissions	28, 55
2016	Emissions	305-4	GHG emissions intensity	28, 51
2016	Emissions	305-5	Reduction of GHG emissions	28-30
2016	Emissions	305-6	Emissions of ozone-depleting substances (ODS)	56
2016	Emissions	305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	55

GRI Standard	GRI Topic	Disclo-sure No	Disclosure Title	Coverage Page Number
2020	Waste	306-1	Waste generation and significant waste-related impacts	35
2020	Waste	306-2	Management of significant waste-related impacts	35
2020	Waste	306-3	Waste generated	35, 58-59
2016	Effluents and Waste	306-3	Significant Spills	84
2020	Waste	306-4	Wasted diverted from disposal	35, 59
2020	Waste	306-5	Waste directed to disposal	35, 59
2016	Supplier Environmental Assessment	308-1	New suppliers that were screened using environmental criteria	26,84
2016	Supplier Environmental Assessment	308-2	Negative environmental impacts in the supply chain and actions taken	26,84
2016	Employment	401-1	New employee hires and employee turnover	63-64
2016	Employment	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	66
2016	Employment	401-3	Parental leave	65, BRSR - 183
2016	Labor/ Management Relations	402-1	Minimum notice periods regarding operational changes	84
2018	Occupational Health and Safety	403-1	Occupational health and safety management system	46
2018	Occupational Health and Safety	403-2	Hazard identification, risk assessment, and incident investigation	46
2018	Occupational Health and Safety	403-3	Occupational health services	46
2018	Occupational Health and Safety	403-4	Worker participation, consultation, and communication on occupational health and safety	46
2018	Occupational Health and Safety	403-5	Worker training on occupational health and safety	46, BRSR - 184
2018	Occupational Health and Safety	403-6	Promotion of worker health	46
2016	Occupational Health and Safety	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	46, BRSR - 184-187
2016	Occupational Health and Safety	403-8	Workers covered by an occupational health and safety management system	46,68-69
2018	Occupational Health and Safety	403-9	Work-related injuries	68-69, BRSR - 186

GRI Standard	GRI Topic	Disclo-sure No	Disclosure Title	Coverage Page Number
2018	Occupational Health and Safety	403-10	Work-related ill health	68-69, BRSR - 186
2016	Training and Education	404-1	Average hours of training per year per employee	67
2016	Training and Education	404-2	Programs for upgrading employee skills and transition assistance programs	40-41
2016	Training and Education	404-3	Percentage of employees receiving regular performance and career development reviews	42, 67
2016	Diversity and Equal Opportunity	405-1	Diversity of governance bodies and employees	19,20, AR - 110
2016	Diversity and Equal Opportunity	405-2	Ratio of basic salary and remuneration of women to men	65, BRSR - 193
2016	Non-Discrimination	406-1	Incidents of discrimination and corrective actions taken	84, BRSR - 193
2016	Freedom of Association and	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	84
2016	Child Labor	408-1	Operations and suppliers at significant risk for incidents of child labor	84
2016	Forced or Compulsory Labor	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	84
2016	Security Practices	410-1	Security personnel trained in human rights policies or procedures	84
2016	Rights of Indigenous Peoples	411-1	Incidents of violations involving rights of indigenous peoples	84
2016	Local Communities	413-1	Operations with local community engagement, impact assessments, and development programs	47-50
2016	Local Communities	413-2	Operations with significant actual and potential negative impacts on local communities	47-50
2016	Supplier Social Assessment	414-1	New suppliers that were screened using social criteria	26, 84
2016	Supplier Social Assessment	414-2	Negative social impacts in the supply chain and actions taken	26, 84
2016	Public Policy	415-1	Political contributions	None
2016	Customer Health and Safety	416-1	Assessment of the health and safety impacts of product and service categories	BRSR - 186-187
2016	Customer Health and Safety	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	BRSR - 186-187, 210
2016	Marketing and Labeling	417-1	Requirements for product and service information and labeling	BRSR - 211
2016	Marketing and Labeling	417-2	Incidents of non-compliance concerning product and service information and labeling	BRSR - 211
2016	Marketing and Labeling	417-3	Incidents of non-compliance concerning marketing communications	BRSR - 210-211
2016	Customer Privacy	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	84, BRSR - 210-211

Notes

- *Methodologies, assumptions, conversion factors, etc. used in calculations (GHG, energy, water, waste management etc.) – no major changes, documented as Standard Operating Procedures (SOP) published internally, and part of the assurance.*
- *Training in anti-corruption policies and integrity is all-pervasive.*
- *All our employees and security personnel are trained in organizational and human rights policies, procedures, and integrity policy. They follow a code of conduct.*
- *Legal actions for anti-competitive behavior, anti-trust, and monopoly practices: Nil.*
- *Confirmed incidents of corruption and actions taken: Nil.*
- *Employee representation in our various operational committees: 2.21%.*
- *None of our operations are complicit in child/forced/compulsory labor. Our contracts with suppliers include clauses that rule out the same through the Supplier Code of Conduct.*
- *100% of our new suppliers have undergone our screening process, and ongoing monitoring has resulted in 0% negative social or environmental impacts in our supply chain during the reporting period.*
- *LTIMindtree is compliant with all applicable laws and regulations.*
- *No human rights violation found in our organization or our value chain (including local communities and indigenous people).*
- *We have no trade unions or collective bargaining agreements.*
- *No water bodies/habitats negatively affected by operations.*
- *No spills from our operations.*
- *No non-compliance with environmental laws/marketing communications/laws concerning social and economic areas.*
- *Zero substantiated complaints concerning breaches of customer privacy and losses of customer data in the year.*
- *No operations of ours have any negative impact on local communities.*
- *No IUCN Red List species and national conservation list species with habitats in areas affected by operations.*

Glossary

AC	Audit Committee
AI	Artificial Intelligence
BC&R	Business Continuity and Resilience
BCM	Business Continuity Management
BIFMA	Business and Institutional Furniture Manufacturers Association
BMS	Building Management System
BRSR	Business Responsibility and Sustainability Reporting
CDO	Chief Delivery Officer
CDP	Carbon Disclosure Project
CEO	Chief Executive Officer
CISO	Chief Information Security Officer
COO	Chief Operating Officer
CSAT	Client Satisfaction Survey
CSO	Chief Sustainability Officer
CSR	Corporate Social Responsibility
DEI	Diversity, Equity, and Inclusion
DPO	Data Privacy Officer
EAP	Employee Assistance Program
EHS	Environmental, Health, and Safety
EPR	Extended Producer Responsibility
EPI	Energy Performance Index
ERM	Enterprise Risk Management
ERR	Escalation Risk Review
ESG	Environment, Social and Governance
GHG	Greenhouse Gas
GRI	Global Reporting Initiative
HIRA	Hazard Identification and Risk Assessment
HVAC	Heating, Ventilation and Air Conditioning
IEA	International Energy Agency
ILO	International Labor Organization
ISO	International Organization for Standardization
IVDP	Integrated Village Development Programme
KPI	Key Performance Indicators
kWh	Kilo Watt hours
LGL	Learn Grow Lead

Glossary

LMS	Learning Management System
MCMG	My Career My Growth
LODR	Listing Obligations and Disclosure Requirements
MDP	Manager Development Program
MSW	Municipal Solid Waste
NGBRC	National Guidelines on Responsible Business Conduct
NLP	Neuro-Linguistic Programming
NOx	Nitrous Oxide
ODS	Ozone Depleting Substance
OHS	Occupational Health and Safety
PMS	Performance Management System
PNBT	Project Need-Based Trainings
POSH	Prevention of Sexual Harassment
PUF	Polyurethane Foam
PWD	Persons with Disabilities
RCP	Representative Concentration Pathways
RMC	Risk Management Committee
ROC	Risk Operating Committee
ROI	Return on Investment
SDG	Sustainable Development Goals
SEBI	Securities and Exchange Board of India
SME	Subject Matter Expert
SOP	Standard Operating Procedure
SOx	Sulphur Oxide
STP	Sewage Treatment Plant
TCFD	Task Force on Climate-Related Financial Disclosures
TNFD	Task Force on Nature-Related Financial Disclosures
tCO_2e	Tons of Carbon dioxide equivalent
UNFCCC	United Nations Framework Convention on Climate Change
UNGC	United Nations Global Compact
VOC	Volatile Organic Compound
WASH	Water, Sanitation, and Hygiene

TÜVINDIA

INDEPENDENT ASSURANCE STATEMENT

To
The Directors and Management,
LTIMindtree Limited (LTIM),
Technology Tower 1, Gate No. 5, Saki Vihar Road, Powai,
Mumbai 400 072, Maharashtra, India

LTIMindtree Limited (hereafter 'LTIM') commissioned TUV India Private Limited (TUVI) to conduct independent external assurance of non-financial information disclosed in ESG KPI (Key Performance Indicators of LTIM (hereinafter 'the ESG data') based on the principles of the Global Reporting Initiative (GRI) standards. The reporting period runs from **April 1, 2024, to March 31, 2025.** This engagement comprised of combination of *"Reasonable"* and *"Limited"* assurance *(refer para "Scope and Boundary" below)* of LTIM's sustainability information (following the ISAE 3000 (Revised) standard applied for assurance of the Report.

Management's Responsibility

LTIM has monitored the ESG data and is responsible for identifying materiality, and related sustainability issues, identifying, establishing, and reporting performance management, data management, and quality. The management of LTIM is accountable for the accuracy of the ESG data and the process of collecting, analyzing, and reporting the information presented in web-based and printed forms. This includes the maintenance and integrity of the company's website. The LTIM's management is responsible for accurate preparation of the Report in accordance to the applied criteria of GRI Universal Standards 2021. LTIM shall ensure that the Report is free of any intended or unintended material misstatements, so stakeholders can trust the information provided. LTIM will be responsible for archiving and reproducing the disclosed data for the stakeholders upon request.

Scope and Boundary

In particular, the assurance engagement included the following:

1. Verification of the application of the Report content according to material topics identified based on the materiality, and principles as mentioned in the GRI Universal Standards 2021, and the quality of information presented in the Report over the reporting period;
2. Review of the key governance policies, initiatives, practices and performance described in the Report;
3. Review of the non-financial disclosures made in the Report against the requirements of the GRI Universal Standards 2021;
4. Verification of the reliability of the GRI Universal Standards 2021 disclosure on environmental and social topics by verifying sample data;
5. Specified information was selected based on the materiality determination and needs to be meaningful to the intended users.

TUVI has verified the below-mentioned disclosures as per GRI Universal Standard 2021 *(R-> Reasonable Assurance, L-> Limited Assurance)*

Topic Standards	Disclosures
GRI 201: Economic Performance	201-1 (L), 201-2 (L), 201-3 (R), 201-4 (L)
GRI 202: Market Presence	202-2 (R)
GRI 203: Indirect Economic Impacts	203-1 (L), 203-2 (L)
GRI 204: Procurement Practices	204-1 (R)
GRI 205: Anti-Corruption	205-2 (L), 205-3 (L)
GRI 206: Anti-competitive Behavior	206-1 (L)
GRI 302: Energy	302-1 (R), 302-2(R), 302-3(R), 302-4(R), 302-5(R)
GRI 303: Water and Effluents	303-1(R), 303-2(R), 303-3(R), 303-4(R), 303-5(R)
GRI 304: Biodiversity	304-1 (L), 304-2 (L), 304-3 (L), 304-4 (L)
GRI 305: Emissions	305-1(R), 305-2(R), 305-3(L), 305-4(R), 305-5(R), 305-6(R), 305-7(L)
GRI 306: Waste	306-1(R), 306-2(R), 306-3(R), 306-4(R), 306-5(R)
GRI 308: Supplier Environmental Assessment	308-1(L), 308-2(L)
GRI 401: Employment	401-1(R), 401-2(R), 401-3(R)

www.tuv-nord.com/in

TÜV®

TÜVNORDGROUP

TÜVINDIA

GRI 402: Labor/Management Relations	402-1 (L)
GRI 403: Occupational Health and Safety	403-1(L), 403-2(L), 403-3(L), 403-4(L), 403-5(L), 403-6(L), 403-7(L), 403-8(L), 403-9(R), 403-10(L)
GRI 404: Training and Education	404-1(L), 404-2(L), 404-3(L)
GRI 405: Diversity and Equal Opportunity	405-1(L), 405-2(R)
GRI 406: Non-Discrimination	406-1(R)
GRI407: Freedom of Association and Collective Bargaining	407-1(L)
GRI 408: Child Labour	408-1(R)
GRI 409: Forced or Compulsory Labour	409-1 (R)
GRI 410: Security Practices	410-1(L)
GRI 413: Local Communities	413-1(L), 413-2(L)
GRI 414: Supplier Social Assessment	414-1(L), 414-2(L)
GRI 415: Public Policy	415-1(L)
GRI 416: Customer Health and Safety	416-1(L), 416-2(R)
GRI 417: Marketing and Labeling	417-1(L), 417-2(L), 417-3(R)
GRI 418: Customer Privacy	418-1(R)

Notes:

i. *Energy: For all offices, in absence of monitoring of actual vehicular fuel consumption (i.e., Petrol/Diesel/CNG) data attributable to owned & leased vehicle for employees & upstream vendor transportation, the GHG emissions are estimated by calculating the fuel consumption in liters using the formula, (Distance Travelled in KM) / Fuel efficiency of the vehicle).*

ii. *Water consumption: For offices such as LTIM (Warangal) & LTIM (Indore), the CGWA estimate of 45 lit/person/day X Number of employees working from office X Corresponding number of working days is applied to report water withdrawal and for offices such as LTIM Raheja (Hyderabad), LTIM LCC (Hyderabad), LTIM ICC (Pune), LTIM Qubix (Pune), LTIM Embassy (Pune), LTIM Kharadi (Pune), LTIM Adventz (Kolkata), LTIM Merlin (Kolkata), LTIM DLF2 (Kolkata), LTIM (Noida), the water consumption is estimated on Sq.ft. basis i.e., using formula,((Built up area of LTIM office in Sq.ft. .) X (Total Third-Party Water Withdrawal from Municipal for entire building or campus)/ (Built up area of entire building or campus in Sq.ft.).*

iii. *Rainwater harvesting: For office such as LTIM Global City P1, P2 & P5 (Bangalore), the Surface Water withdrawal or Consumption from Rainwater harvesting in kL is estimated using the formula, ((Sump final Level in % - Sump initial level in %) X Sump Capacity in KL).*

iv. *Waste: The data of total waste recovered through recycling, re-using or other recovery operations or total waste disposed by nature of disposal method could be assessed based on interviews and sample records as presented during the onsite visit.*

The reporting boundaries includes 01 Corporate Office and 27 offices (*Additionally 3 offices i.e., LTIM-Manyata of Bangalore, LTIM-Divyasree Orion of Hyderabad and LTIM-Hinjewadi of Pune are excluded from boundary due to partial operations/offices got closed during the reporting year). The Assurance thus encompass 117 offices including the ones located in India and covering 41 countries (including India). The out of India offices are also excluded for the environmental analysis.

Set of on-site and remote verifications were conducted at,

19 Offices Onsite Verification

1. LTIMindtree Limited, Mensa-Mahape, Mumbai, India for dates 21st to 22nd January 2025,
2. LTIMindtree Limited, Powai, Mumbai, India for dates 23rd to 24th January 2025
3. LTIMindtree Limited, Hebbal S2, Bangalore, India for date 05 February 2025
4. LTIMindtree Limited, Whitefield SEZ, Bangalore, India for date 06 February 2025
5. LTIMindtree Limited, Global City Ph-1, Ph-2 & Ph-5, Bangalore, India for dates 10th to 11th February 2025
6. LTIMindtree Limited, Gopalan Global Axis SEZ, Bangalore, India for date 12 February 2025
7. LTIMindtree Limited, Innovation Campus, Chennai, India for date 17 February 2025
8. LTIMindtree Limited, DLF, Chennai, India for date 17 February 2025
9. LTIMindtree Limited, Coimbatore, India for date 29 January 2025
10. LTIMindtree Limited, Raheja, Hyderabad, India for date 29 January 2025
11. LTIMindtree Limited, Laxmi Cyber City, Hyderabad, India for date 28 January 2025
12. LTIMindtree Limited, Warangal, India for date 27 January 2025
13. LTIMindtree Limited, Indore, India for date 04 February 2025
14. LTIMindtree Limited, ICC, Pune, India for date 18 February 2025
15. LTIMindtree Limited, Shivajinagar, Pune, India for date 19 February 2025
16. LTIMindtree Limited, Noida Condor, Noida, India for date 20 February 2025
17. LTIMindtree Limited, DLF2, Kolkata, India for date 05 February 2025
18. LTIMindtree Limited, Adventz Infinity, Kolkata, India for date 06 February 2025
19. LTIMindtree Limited, Bhubaneswar, India for date 11 February 2025

8 Offices Remote Verification

1. LTIMindtree Limited, Kharadi, Pune, India for date 24 February 2025
2. LTIMindtree Limited, Embassy, Pune, India for date 25 February 2025
3. LTIMindtree Limited, Qubix, Pune, India for date 28 February 2025
4. LTIMindtree Limited, Skyview, Hyderabad, India for date 20 February 2025
5. LTIMindtree Limited, Metro, Hyderabad, India for date 24 February 2025

www.tuv-nord.com/in

TÜV®

TÜVNORDGROUP

6. LTIMindtree Limited, Airoli, Mumbai, India for date 25 February 2025
7. LTIMindtree Limited, Merlin Infinite, Kolkata, India for date 28 February 2025
8. LTIMindtree Limited, Whitefield STPI, Bangalore, India for date 14 February 2025

The assurance activities were carried out together with a desk review of entire plants and offices as per reporting boundary.

Limitations

TUVI did not perform any assurance procedures on the prospective information disclosed in the ESG data, including targets, expectations, and ambitions. Consequently, TUVI draws no conclusion from the prospective information. During the assurance process, TUVI did not come across any limitations to the agreed scope of the assurance engagement. TUVI is contracted by the LTIM and answerable to the LTIM's management only. TUVI verified the data on a sample basis; the responsibility for the authenticity of the data entirely lies with LTIM. TUVI expressly disclaims any liability or co-responsibility in the case of erroneous data reported or for any decision a person or entity would make based on this assurance statement. This assurance statement does not endorse any environmental and social claims (related to the product, manufacturing process, packaging, disposal of product etc.) as well as advertisements by the reporting organization. TUVI does not permit use of this statement for Greenwashing or misleading claims.

Our Responsibility

TUVI's responsibility as per the assurance engagement is to perform independent assurance and to express a conclusion based on the work performed. We conducted our engagement in reference to the agreed scope of work for identified non-financial ESG indicators. Our engagement did not include an assessment of the adequacy or effectiveness of LTIM's strategy or management of sustainability-related issues or the sufficiency of the Report against the principles of GRI Universal Standards 2021, and ISAE 3000 (Revised) standard, other than those mentioned in the scope of the assurance. The data is verified on a sample basis, the responsibility for the authenticity of data lies with the reporting organization. The reporting organization is responsible for archiving the related data for a reasonable period of time. TUV does not take any liability or co-responsibility 1) for any damages in the case of erroneous data reported. 2) for any decision a person or entity would make based on this assurance statement. The primary intended user of this assurance statement is LTIM; however, the client may use it at their own discretion in accordance with their specific requirements. This assurance engagement is based on the assumption that the data and information provided to TUVI by LTIM are complete and true.

Verification Methodology

During the assurance engagement, TUVI adopted a risk-based approach, focusing on verification efforts with respect to disclosed KPI's. TUVI has verified the KPIs and assessed the robustness of the underlying data management system, information flows, and controls. In doing so:

1. TUVI reviewed the approach adopted by LTIM for the stakeholder engagement and materiality determination process,
2. TUVI verified the disclosures and claims made in the Report and assessed the robustness of the data management system, information flow, and controls,
3. TUVI examined and reviewed the documents, data, and other information made available by LTIM for all disclosed KPIs (non-financial disclosures) on sample basis,
4. TUVI conducted interviews with key representatives, including data owners and decision-makers from different functions of the LTIM, during the onsite verification,
5. TUVI performed sample-based reviews of the mechanisms for implementing the ESG related policies, as described in the LTIM Report,
6. TUVI verified sample-based checks of the processes for generating, gathering, and managing the quantitative data and qualitative information included in the Report for the reporting period.

Opportunities for Improvement

The following are the opportunities for improvement reported to LTIM; however, they are generally consistent with the management's objectives and programme.

1. LTIM may strengthen its internal reporting by opting a smart cloud-based data management system and compliment the same with periodic internal data and performance reviews,
2. LTIM may encourage to monitor the chain of custody for suppliers who are not directly recycling the non-hazardous waste,
3. LTIM may plan to monitor all categories of indirect GHG emissions as per ISO 14064-1,
4. LTIM can utilize the best practices/ requirements of ISO 20400 to develop its sustainable procurement policy,
5. LTIM may Bifurcate direct & indirect community impacts to monitor & may evaluate SROI of its CSR projects,
6. The number of males and females involved in the live safety drills can be further increased and the population of employees can be monitored based on actual involvement of male and female employees.

Our Conclusion

In our opinion, based on the scope of this assurance engagement, the ESG disclosures and reference information provide a fair representation of the material topics and meet the general content and quality requirements of the applied standards.

LTIM appropriately discloses the KPIs and actions that focus on the creation of value over the short, medium, and long term. The selected KPIs disclosed by LTIM are fairly represented. TUVI did not perform any assurance procedures on the

www.tuv-nord.com/in

TÜV®

TÜVNORDGROUP

prospective information, such as targets, expectations, and ambitions, disclosed in the Report. Consequently, TUVI draws no conclusion from the prospective information. This assurance statement has been prepared in reference to the terms of our engagement.

Disclosures: TUVI is of the opinion that the reported disclosures generally meet the GRI Universal Standards 2021 reporting requirements. LTIM refers to universal disclosure to Report contextual information about LTIM, while the 'Management Approach' is discussed to Report the management approach for each material topic.

Universal Standard: LTIM followed GRI 1 Foundation 2021: Requirements and Principles for using the GRI Universal Standards 2021; GRI 2: General Disclosures 2021: Disclosures about the reporting organization. General Disclosures were followed when reporting information about an organisation's profile, strategy, ethics and integrity, governance, stakeholder engagement practices, and reporting process, and GRI 3: Material Topics 2021: Disclosures and guidance about the organization's material topics. GRI3 was selected for management's approach to reporting information about how an organisation manages a material topic.

Topic Specific Standard: 300 series (Environmental topics) and 400 series (Social topics); these Topic- specific Standards were used to report information on the organization's impacts related to environmental and social topics. TUVI is of the opinion that the reported material topics and Topic-specific Standards that LTIM used to prepare its ESG-related issues are appropriately identified and addressed.

Assurance Conclusion: Based on the defined scope of assurance, TUVI conducted its engagement using risk-based methodologies, data validation techniques, conflict of interest mitigation, and thorough documentation of evidence. As a result of these procedures, nothing has come to our attention that causes us to believe that the information subject to this assurance engagement was not prepared, in all material respects, in accordance with the applicable reporting criteria. TUVI found the information to be reliable following the disclosures made under the GRI 2021 Universal Reporting Standards. Listed Performance Indicators (KPIs) were verified at a reasonable level and limited level of assurance and level of assurance is explicitly mentioned for each KPI. This assurance approach enhances stakeholder confidence and reinforces transparency and credibility in LTIM's ESG reporting practices.

Independence: TUVI follows IESBA (International Ethics Standards Board for Accountants) Code which, adopts a threats and safeguards approach to independence. It is confirmed that the assurance team is selected to avoid situations of self-interest, self-review, advocacy and familiarity. The assessment team was safeguarded from any type of intimidation.

Quality control: The assurance team complies with the code of ethics for professional accountants issued by the IESBA, which includes independence and other requirements founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behaviour. In accordance with International Standard on Quality Control, TUVI maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Our Assurance Team and Independence

TUVI is an independent, neutral third-party providing sustainability services with qualified environmental and social specialists. TUVI states its independence and impartiality and confirms that there is "no conflict of interest" with regard to this assurance engagement. In the reporting year, TUVI did not work with LTIM on any engagement that could compromise the independence or impartiality of our findings, conclusions, and recommendations. TUVI was not involved in the preparation of any content or data included in the report, with the exception of this assurance statement. TUVI maintains complete impartiality towards any individuals interviewed during the assurance engagement.

For and on behalf of TUV India Private Limited

MBorekar

Manojkumar Borekar
Product Head – Sustainability Assurance Service
TUV India Private Limited

TUV INDIA PRIVATE LIMITED TÜVINDIA

Date: 07-07-2025
Place: Mumbai, India
Project Reference No: 8123436688

Revision:04

www.tuv-nord.com/in

TÜV®

TÜVNORDGROUP

Good for me.
Good for the environment.

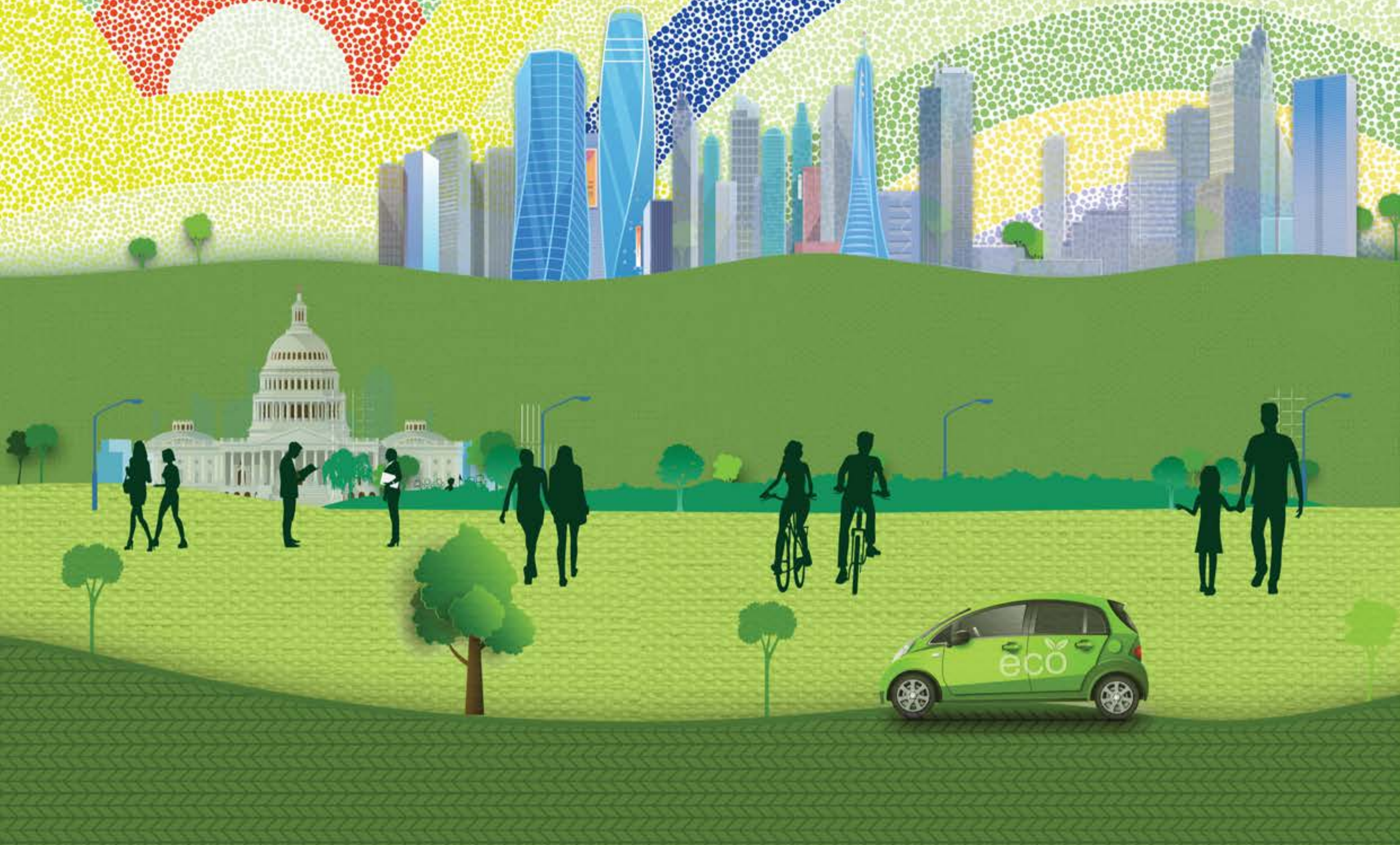
In consideration of the environment, we have printed very highly limited editions of the report on Colourline IQ 100% recycled paper, certified with the German eco-label – Blue Angel.

Our digital edition of the report is available as per the QR code in the back page.
You can also refer to: https://www.ltimindtree.com/sustainability-report.pdf

LTIMindtree Limited
L&T House, Ballard Estate, Mumbai 400 001

Tel : +91 22 6776 6776
Fax : +91 22 2858 1130

We welcome any feedback: sustainability@ltimindtree.com | https://www.ltimindtree.com/



Designed by LTIMindtree Digital Studio