

## Equal Opportunity Policy

LTIMindtree is an equal opportunity employer. No candidates or employees are discriminated against on any unlawful or unethical grounds including without limitation on the basis of race, ethnicity, nationality, gender, gender-identity, gender expression, language, age, sexual orientation, religion, marital status, veteran status, socio-economic status, physical and mental ability, thinking styles, education or experience.

LTIMindtree's Equal Opportunity Policy promotes diversity and inclusion at all levels of the organization and aims at fostering a culture that embraces differences and celebrates unique ideas, perspectives and experiences. The policy ensures that equal opportunities are administered in all aspects of employment including recruitment, wages, training conditions of service, career progression, termination or retirement, etc. and imposes an obligation on all the employees to act fairly and prevent discrimination.

Any violation of the Equal Opportunity Policy should be reported to [whistleblower@ltimindtree.com](mailto:whistleblower@ltimindtree.com)

Designated Complaint Officer (India Location) as per The Transgender Persons (Protection of Rights) Act 2019:

Ms Shalini Macaden – [shalini.macaden@ltimindtree.com](mailto:shalini.macaden@ltimindtree.com)

### About LTIMindtree

LTIMindtree is a global technology consulting and digital solutions company that enables enterprises across industries to reimagine business models, accelerate innovation, and maximize growth by harnessing digital technologies. As a digital transformation partner to more than 750 clients, LTIMindtree brings extensive domain and technology expertise to help drive superior competitive differentiation, customer experiences, and business outcomes in a converging world. Powered by nearly 90,000 talented and entrepreneurial professionals across more than 30 countries, LTIMindtree — a Larsen & Toubro Group company — combines the industry-acclaimed strengths of erstwhile Larsen and Toubro Infotech and Mindtree in solving the most complex business challenges and delivering transformation at scale. For more information, please visit [www.ltimindtree.com](http://www.ltimindtree.com).