

# Future, faster. **Together.**



**Sustainability Report**

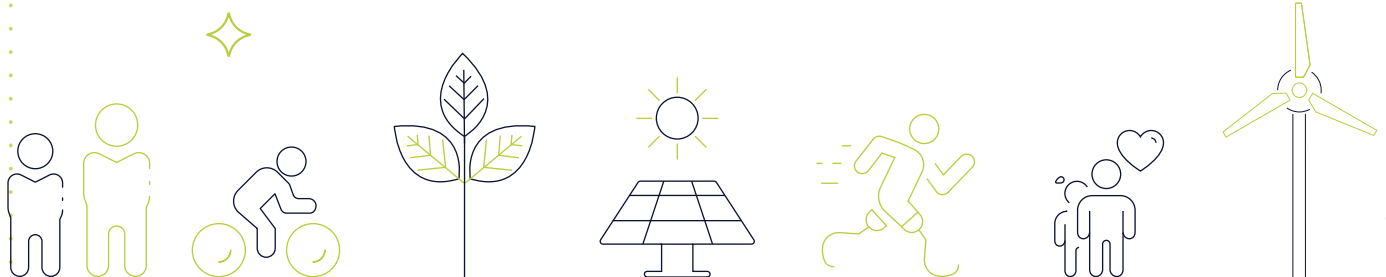
**FY 2022-23**

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# About LTIMindtree



## Value Creation Model

### Purpose

LTIMindtree's purpose is to 'Solve to unleash possibilities', which corresponds to using our expertise to solve complex problems and helping the clients and communities reach their full potential.

### Vision

LTIMindtree's vision is to 'Enable businesses and communities to flourish in a hyperconnected world'. This encapsulates that we are determined to help our clients and communities succeed in a world where technology is rapidly advancing and changing the way people connect and do business.

### Virtuous cycle of sustainable value:

LTIMindtree's value creation model is built around a virtuous cycle of sustainable value. It involves:

- Consistent profitable growth
- Capital allocation framework to support rapid growth
- Cost synergies, along with disciplined execution
- Creating shared value for our stakeholders and the communities we operate in

LTIMindtree Ltd., a Larsen & Toubro Group Company, is an outcome of the merger of L&T Infotech and Mindtree and is listed on both the Bombay Stock Exchange (BSE) and on the National Stock Exchange (NSE). We are a new-age technology consulting firm, helping businesses advance – from core to experience to edge – and flourish in the converging marketplace of the future. LTIMindtree has business activities in 35 countries – Australia, Belgium, Canada, China, Costa Rica, Cyprus, Denmark, Finland, France, Germany, Hungary, India, Ireland, Italy, Japan, Luxembourg, Malaysia, Mexico, Morocco, Netherlands, Norway, Philippines, Poland, Qatar, Saudi Arabia, Singapore, South Africa, South Korea, Spain, Sweden, Switzerland, Thailand, UAE, UK and USA.

**On a transformative mission of a global tech that gives everyone a chance to grow, by creating harmony between nature, humans, and corporate operations, LTIMindtree is a conscientious, futuristic, and sustainable organization, committed to an inclusive vision and positive value creation for stakeholders.**

With a distinctive combination of engineering DNA and experience DNA, we leverage our expertise, experience and the impact of our innovative ecosystem, to empower enterprises, people, and communities to shape a better **future, faster. Together.**






# About the Report

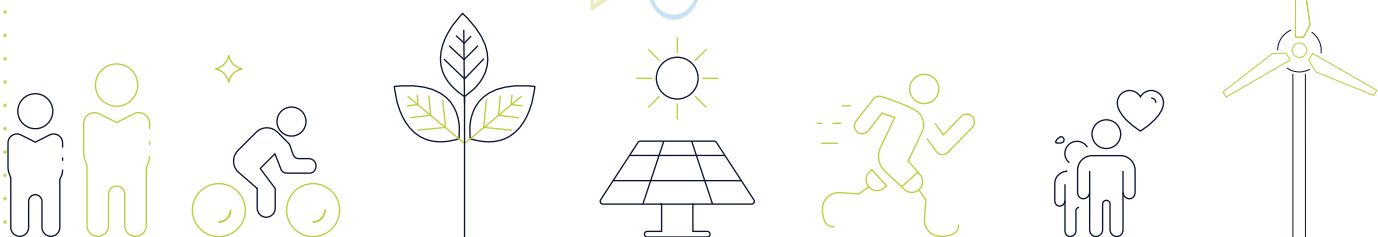


This is the first Sustainability Report of LTIMindtree Limited (as a merged entity) covering our ESG performance of the fiscal year April 01, 2022 to March 31, 2023, as per the GRI Universal Standards 2021. Our erstwhile companies of L&T Infotech and Mindtree, were reporting on their individual ESG performance since several years.

## The scope and boundary of the report covers:

- 1 Global operations for the economic and social categories.**
  - 2 India operations especially for our environmental initiatives (using operational control approach) as it is here that our largest employee-base and environmental impacts lie.**
  - 3 We have included information relating to Subsidiaries wherever available.**
- The key material issues listed have been rated according to inputs from stakeholders and mapped against the SDGs that we work towards having a positive impact against these pillars.
  - We have concentrated on structuring the report on our core material issues and ESG Vision basis key inputs from our stakeholders.
  - The report also offers an augmented version of multiple frameworks mapped into this report: UNGC, SDG and NGRBC mapped to GRI Universal Standards.
  - The report is externally assured, including all the data, material aspects and information carried in this report. Please refer to page no. 58.

 <b>People</b>	 <b>Planet</b>	 <b>Profit</b>
<p>Talent Pool: <b>84,546</b></p> <p>Women In Talent Pool: <b>30.8%</b></p> <p>Campus To Corporate Talent Acquisition: <b>5,196</b></p> <p>Total Learning Hours: <b>5,137,716</b></p> <p>CSR Spend: <b>INR 679.77 Million</b></p> <p>CSR Threshold Limit: <b>INR 674.71 Million</b></p> <p>CSR Beneficiaries: <b>5,79,916 Beneficiaries</b></p> <p>Trees Planted: <b>15,79,541</b></p>	<p>Total Emissions: <b>44,615 tCO2e</b></p> <p>Energy Consumption: <b>147,845 GJ</b></p> <p>Renewable Energy: <b>52.07%</b></p> <p>Waste Recycled: <b>64.20%</b></p> <p>Water: <b>216.535 ML</b></p> <p>Environmental Capex Spend: <b>INR 40,452,275</b></p> <p>Investment In Green Buildings: <b>INR 2,735.6 Million</b></p> <p>Partners and Suppliers: <b>21%</b> of Total Procurement was from MSME Vendors</p>	<p>Revenue: <b>INR 331,830 Million</b> (Growth By 19.9% in constant currency)</p> <p>Profits: <b>INR 44103 Million</b> (Growth by 11.7%)</p> <p>EBIT: <b>16.2%</b></p> <p>Order Book Value: <b>USD 4.87 Billion</b></p> <p>Total Active Clients: <b>728</b></p> <p>Customer Satisfaction Rating: (On A Scale Of 1-7) <b>5.74</b></p> <p>R&amp;D Expenditure: <b>INR 759 Million</b></p> <p>Global Presence: <b>35 countries</b> (Headquarters – Mumbai, India)</p>



# ESG Accolades



Every ESG initiative at LTIMindree, rolled out across diverse impact areas be it environment or human life well-being, water conservation or efficient energy management, is benchmarked to comply with the highest prevailing industry standards and fine-tuned to deliver tangible results.

The commitment to create a state of change for the better underscores every single effort and it has become an integral facet of our sustainable business practices. It is this acknowledgement of the fact that when positioned at the cross roads, we choose to balance corporate profits with genuine care and composed thoughtfulness, which has seen us gain recognition from global and local bodies of immense repute and integrity.

Our campuses, our workspaces, community development programs, our diversity-centric and inclusive work approach, sustainability disclosures, and more, have all seen the spotlight shine upon them.



Ranked 10 in Financial Times-Nikkei-Statista APAC Climate Leaders listing



Global leadership league in Climate Disclosure Project (CDP) Climate Change and Supplier Engagement categories



Listed in FTSE4Good Index with well above global sectors average rating



World Safety Organization (WSOINDIA) State Level Occupational Health and Safety (OHS) & Environment Awards: Bengaluru Whitefield Campus wins Most Outstanding Performance, 5 Star Trophy



Infrastructure, Facility, Human Resource And Realty Association (iNFHRA) Workplace Excellence Awards - Bengaluru Global Village campus recognized for efficient energy conservation and water saving and Kolkata campus for Best corporate project



Society for Human Resource Management (SHRM) Runner Up Award for excellence in impactful contribution towards community



Mahatma CSR excellence award for impactful contribution towards CSR and creating a social impact



CII National Awards - Leading "CFO of the year" to CFO Vineet Teredesai under the category of Excellence in ESG and accolades under Energy Efficient Unit category to Bengaluru Global Village, Whitefield and Chennai facilities received



India Impact Award under corporate category for Diversity, Equity, & Inclusion Leadership at the India Sustainability Conclave by Socio Story





Best Firm For Women In Tech at Analytics India Magazine's Rising Conference



Listed as Top Performer under Environment category in IT sector by ESGRisk.ai



Certified as a water-positive company based on a third-party audit



Special Award for Women in Sustainability by ESG World Summit and GRIT (Growth, Resilience, Innovation, and Talent) Awards



ASSOCHAM D&I Excellence awards - 1st runner-up as Best Employer for Women and 2nd runner-up as Best Employer for policies on D&I



BusinessWorld (BW) magazine- BW People Diversity and Inclusion Award for HR Excellence



DivHERsity Awards -Top 5 Most Innovative Practices in the 'Women L&D Programs' category and Top 20 Most Innovative Practices in the 'Women Returnee Programs' category



Great Place To Work® (GPTW) and India's Best Workplaces™ for Women (Large)-Top 100 (GPTW)



In Top-3: Institutional Investor's 2022 Asia (ex-Japan) under Best ESG category



CSR Impact Award under Employee volunteering initiative from CSRBox



Economic Times award as one of the Best Organizations for Women



India Workplace Equity Index - Silver Employer for LGBTQ+ inclusion



At the National level from National Safety Council of India (NSCI) Safety Awards in the Service sector category - Bengaluru Global Village campus awarded "PRASHANSA PATRA"



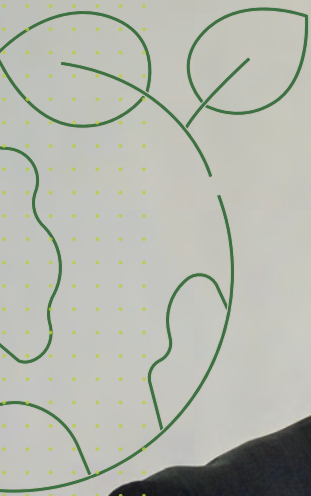
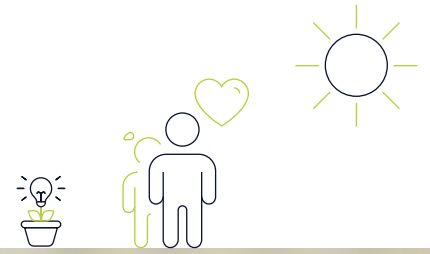
Special Appreciation plaque in FICCI CSR Summit for commendable CSR work under Environment sustainability category



SRSB of ICAI for facilitating SEBI-ICAI BRSR Back-Testing initiative



# Chief Executive Officer



“Our business transformation approach focuses on promoting **innovation** and creating a **sustainable ecosystem**. We achieve this by integrating both human and technological elements in our approach, helping our clients accomplish their sustainable goals ahead of schedule.”

It gives me great pleasure to present LTIMindtree Limited’s first Sustainability Report, which reinforces our unwavering commitment towards driving positive impact for all our stakeholders and mitigating the effects of climate change through a focus on growth as well as sustainability.

**The merger of Larsen & Toubro Infotech (LTI) and Mindtree to form a global digital transformation behemoth, LTIMindtree, was a significant milestone for both organizations in their journey of creating significant value for all stakeholders.**

With a more robust portfolio of offerings across verticals and geographies, next-generation delivery capabilities, and cutting-edge talent, LTIMindtree helps enterprises reimagine business models, accelerate innovation, and maximize growth by harnessing digital technologies. Our recent financial performance is a testament to the growing relevance of our value proposition to clients. I am pleased to report a strong FY23, with a broad-based year-over-year revenue growth of 19.9% in constant currency.

Sustainability is not just an integral part of our business – it’s in our DNA. Both the erstwhile organizations, LTI and Mindtree, received accolades for their mature sustainability performance. At LTIMindtree, we continue to be inspired by their legacy. We’ve set ambitious goals to become net-zero by 2040 and water-positive by 2030 for our India operations, strengthening our commitment to sustainable growth.

We are also committed to imbibing the best standards and workplace practices to become the employer of choice for People with Disabilities (PwD), LGBTQ+, and veterans, while also being inclusive to all nationalities. We are a caring organization, committed to bringing positive change through our CSR impact programs, with a goal to positively impact over four million lives within our communities by 2030.

With your support, I am confident that LTIMindtree will continue on its sustainable growth pathway, leveraging its expertise, experience, and innovative ecosystems to empower enterprises, people, and communities to build a bigger, brighter, bolder future, faster. **Together.**

**Debashis Chatterjee**  
CEO and Managing Director



# Chief Sustainability Officer



“This report’s theme, **‘Future, faster. Together.’** reflects the purpose, vision, and values of LTIMindtree, ensuring our commitment to sustainable growth and building a bigger and brighter future, faster and together for all our stakeholders.”

I am pleased to present LTIMindtree Limited’s first Sustainability Report based on GRI Universal Standards, highlighting how sustainability is ingrained in the DNA of our business. We carry on the legacy of sustainable and inclusive growth inherited from our erstwhile organizations, LTI and Mindtree.

The World Economic Forum’s Global Risk Report 2023 calls out on rapidly accelerating risks to natural ecosystems, human health, security, digital rights, and economic stability that could develop into crises and catastrophes within the next decade. At LTIMindtree, we understand the urgency of effectively managing these risks and committed to being an environmentally, socially, and ethically responsible organization that promotes diverse talent, equal opportunities, and meaningful technologies.

Our Environmental, Social & Governance (ESG) vision reflects our commitment to environmental stewardship, talent development, and community care while pursuing sustainable growth. We take a multi-faceted approach to sustainability, aligning with frameworks such as the United Nations Global Compact, Sustainable Development Goals, Carbon Disclosure Project, and other ESG aspects.

Recognizing climate change as a significant global challenge, we have set ambitious ESG goals to become net-zero by 2040, derive 85% of our energy consumption from renewable sources, and achieve water positivity for our India operations by 2030 focusing on green tech, innovation, emission reduction, renewable power, water management, and waste recycling initiatives.

Diversity is ingrained in our culture, and we remain committed to implementing programs and initiatives to foster equal opportunities, enhance gender diversity, and create an all-inclusive workplace for our LGBTQ+ associates.

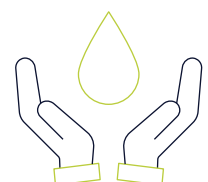
Through our CSR projects focused on education, health and wellness, livelihood, environment, women empowerment, and Persons with Disabilities (PwD), we aim to upskill, employ, educate, provide market support, enable micro-entrepreneurship, and actively engage our associates in CSR volunteering activities to make a positive impact.

Transparency, accountability, and ethical conduct are paramount to our operations. We utilize sustainability principles, data analytics, and disclosures to guide decision-making and drive sustainable outcomes to achieve the purpose.

I would like to thank and express my humble gratitude to all our stakeholders for their contributions, which led us to achieve multiple accolades in the ESG arena, affirming our commitment to sustainability.

As we strive to be the harbinger of positive change and impact, we will continue our sustainable journey, building upon past achievements, fostering collaboration, and setting an example as a sustainability leader to get to the future, faster. **Together.**

**Paneesh Rao**  
Chief Sustainability Officer





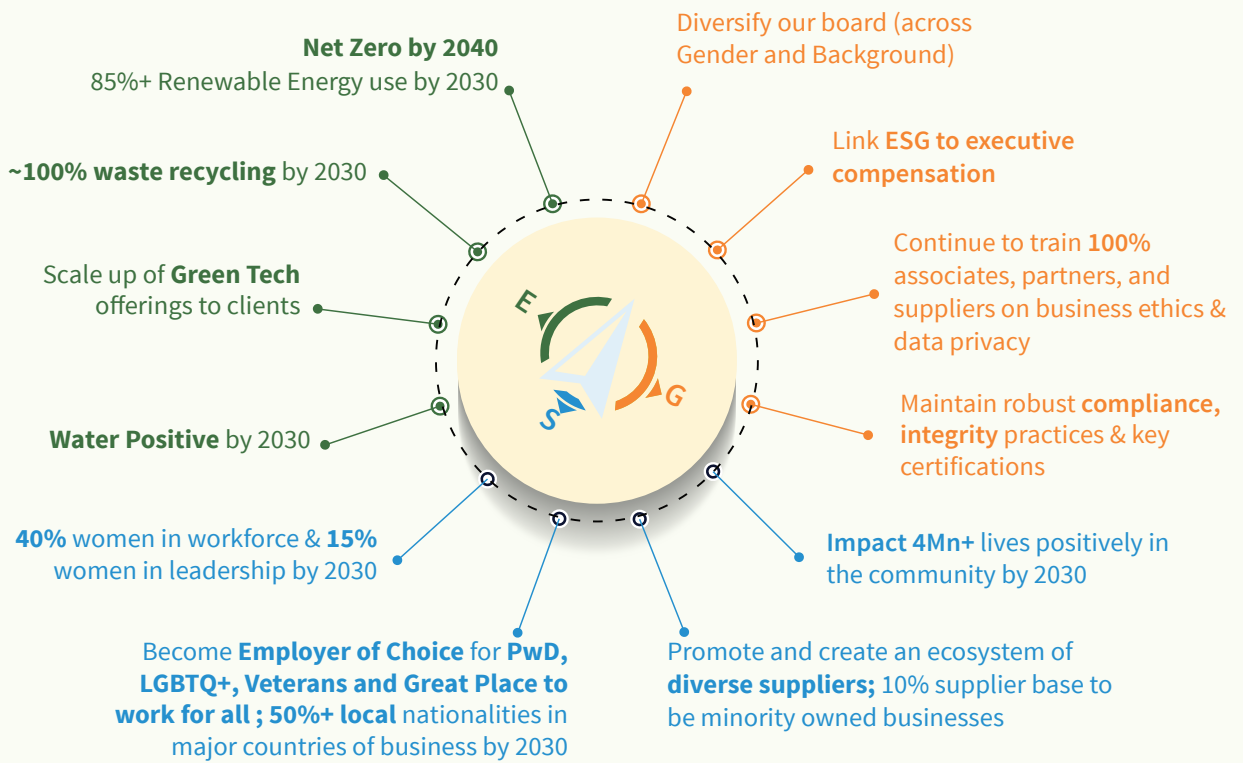
# Sustainability at LTIMindtree

**LTIMindtree** is on a mission for a tech that gives everyone a chance to grow by creating harmony between nature, humans, and corporate operations. We are a conscientious, futuristic, and sustainable organization committed to an inclusive vision, shared growth, and positive value creation for our stakeholders.

Sustainability is a cornerstone of our business strategy, and we put ESG principles at the heart of our operations. We are fully committed to leverage the principles of sustainable development and make our company an environmentally,

socially, and ethically responsible organization for diverse talent, providing equal and inclusive opportunities, and making meaningful technologies. Our ESG vision reflects our environmental stewardship, talent nurturing, and community care while achieving sustainable growth. We have a multi-pronged approach to sustainability by leveraging several frameworks mapped to the 10 principles of United Nations Global Compact (UNGC), Sustainable Development Goals (SDGs), NGRBC, Carbon Disclosure Project (CDP), SBTi and other Environmental, Social & Governance (ESG) aspects.

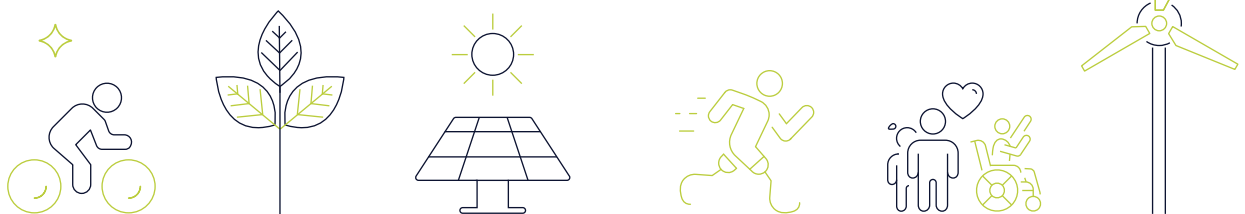
## ESG VISION



## Management Approach

Post the merger and completion of the integration process, a fresh material assessment was conducted with inputs from our stakeholders, to ascertain the material issues that govern our strategy development, corporate governance, and reporting processes. The material topics identified as part of ESG Vision Refresh are discussed and reviewed by the Board CSR committee. ESG risks including climate risks is part of our risk management and thus evaluated by the Enterprise Risk Management (ERM) team through internal processes like risk assessment studies, audits, self-assessments, performance monitoring & review.

The result of the assessment is shared with the Audit Committee, which then decides on any modification or any kind of approval to the management process. Key inputs considered in the prioritization of material topics are those of key stakeholders and the Company expressed through discussions in management meetings. The KPIs are mapped to the respective Functions and processes and are linked to the strategic planning process and long-term incentive programs. Many of our customers assess our ESG performance through various indices, rating organizations (for example CDP) and perform checks through their ESG surveys, assessments and audits.



# Materiality and Stakeholders

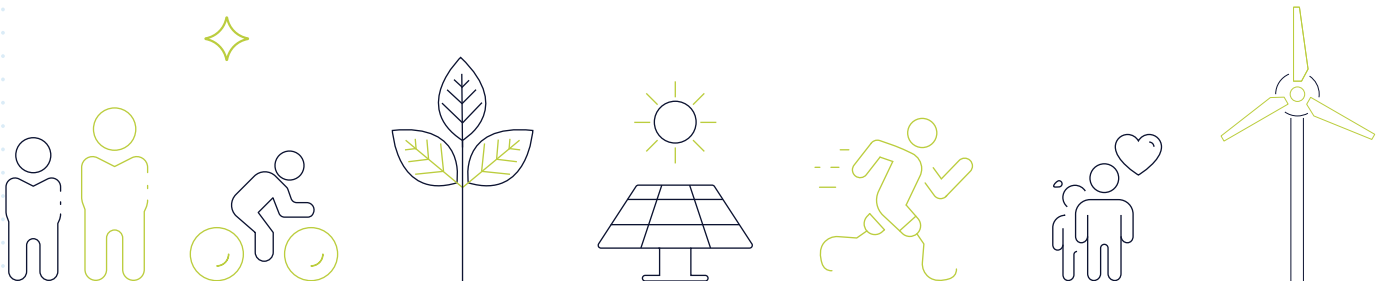
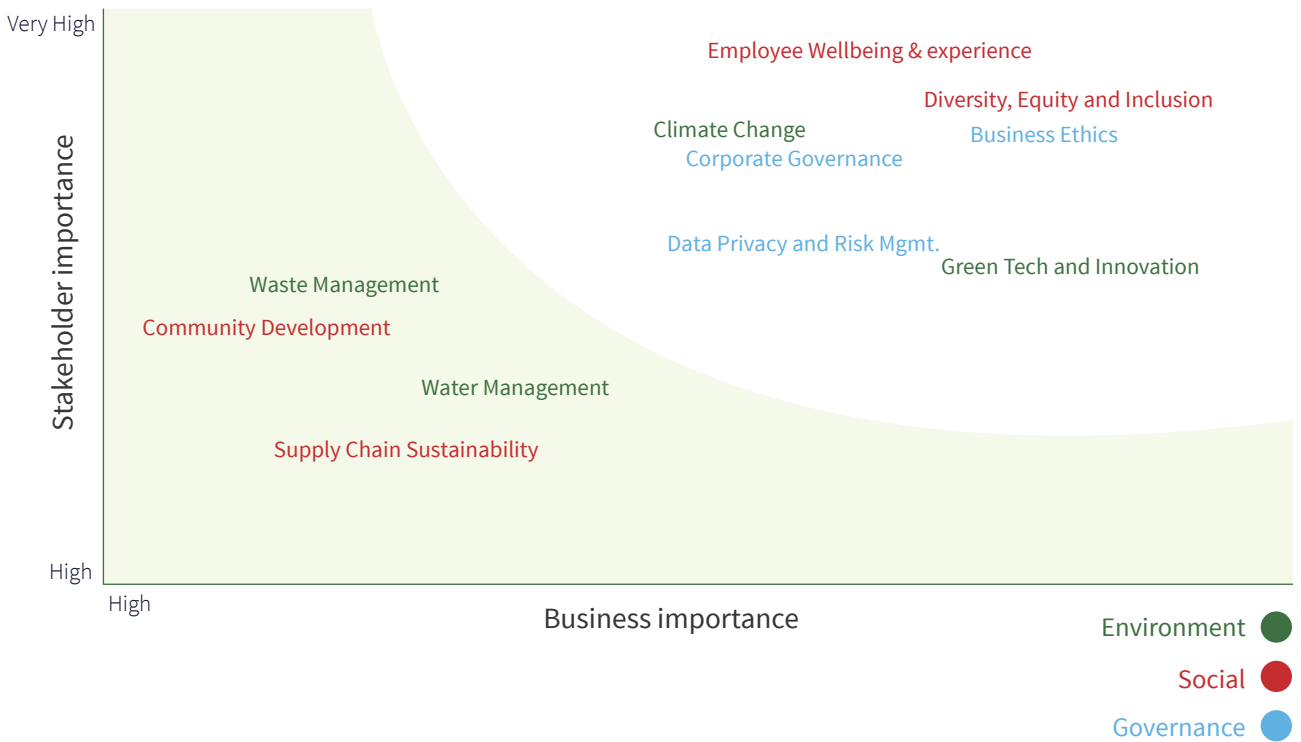
Our materiality determination is based on a comprehensive process that includes an internal process combined with external benchmarking with peers and global sustainability standards including GRI Standards 2021. We consider both internal and external factors to prioritize the material issues. Internal factors include leadership review, strategy, and the business model while external factors include economic conditions, policies, climate change, resource availability and stakeholder need and expectations including customers. This helps us understand issues relevant to our stakeholders over short term, medium term, and long term. We recognize that the determination of material issues for LTIMindtree and our stakeholders is not static and evolves dynamically over time. We take care

therefore to integrate multiple determinants that reflect this dynamic - Direct economic impact on our business model, organizational values, peer norms, stakeholder concerns and emerging societal challenges.

The key material issues listed have been rated according to inputs from stakeholders and the Company showcasing the matrix below distributed into the pillars of Environmental, Social and Governance (Economic/Business).

They are mapped against the SDGs that we work towards having a positive impact against these pillars.

## LTIMindtree's ESG Materiality Matrix



# Stakeholder Engagement

## Stakeholder Group

- Customers

## Channels of communication

- Client Satisfaction Survey (CSAT) through independent 3rd party consultant
- Client Satisfaction Survey (CSS) tool
- Project-related calls and meetings
- Project management reviews
- Relationship meetings and reviews
- Steering committee meetings/Quarterly Business Reviews (QBRs) and briefings Customer visits
- Responses to RFIs/ RFPs Sponsored events
- Mailers, Newsletters & Brochures
- Corporate website
- Social media

## Frequency of engagement

- Annually • Half yearly • Ongoing

## Key topics and concerns

- 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 fulfil demand
- Understanding client's data privacy and security requirements.

## Stakeholder Group

- Employees

## Channels of communication

- CEO Connect
- R&R Awards
- Appraisals
- Ultima Works intranet
- Town halls
- Roadshows
- Project or operations reviews
- Video/ audio conferences
- One-on-one counselling

## Frequency of engagement

- Ongoing • Quarterly • Annual

## Key topics and concerns

Employee motivation, Retention, Career development, Performance appraisal discussions, Career Management and Growth Prospects, Learning opportunities, Compensation structure, flexible working policies, Improving Diversity and Inclusion, Grievance redressal system, Building a rewarding culture and inculcating innovative work practices among employees.

## Stakeholder Group

- Suppliers

## Channels of communication

- Emails • S360 portal • Vendor meets

## Frequency of engagement

- Ongoing

## Key topics and concerns

- Stronger partnerships
- Demand Sustainability
- Credit worthiness
- Ethical Behavior
- Fair Business Practices
- Governance

## Stakeholder Group

- Communities & NGOs

## Channels of communication

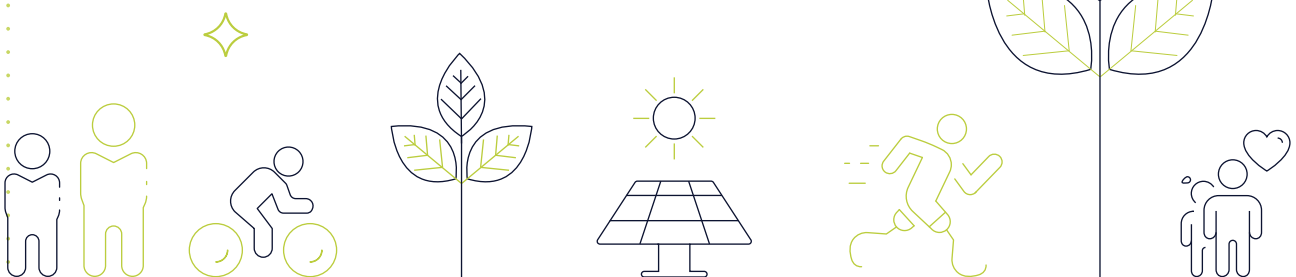
- Community meetings, Pamphlets, Newspaper

## Frequency of engagement

- Periodic

## Key topics and concerns

- Needs of the community
- To listen to the feedback from the community on the impact of the projects executed in the recent past



### Stakeholder Group

- Investors & Shareholders

### Channels of communication

- AGM
- Investor Day
- Quarterly earnings call
- Investor Meetings
- Stock Exchange notifications
- Press Conferences & Newsroom Releases
- Investors Page on the website

### Frequency of engagement

- Annually • Quarterly • Ongoing

### Key topics and concerns

- To provide the shareholders with an opportunity to express and vote on the matters related to the company
- To make them aware of the company's performance and take valuable suggestions.
- Educating the investor community about LTIMindtree's value creation model and business strategy for the long term
- Apprise and explain investors the IT services industry dynamics and LTIMindtree's performance
- Helping investors voice their concerns regarding company policies, reporting, strategy, etc. and addressing them adequately and to their satisfaction
- Understanding shareholder and investor expectations from the company

### Stakeholder Group

- Government and Regulatory Bodies

### Channels of communication

- Workshops
- Industry Events

### Frequency of engagement

- Annual

### Key topics and concerns

- Ethical governance
- Sustainability Disclosures
- Ensure 100% compliance to all local laws

### Stakeholder Group

- Academic Institutions

### Channels of communication

- Email, Community Meetings, Notice Board

### Frequency of engagement

- Continuous: Corporate and Career Websites  
Campus recruitment drives

### Key topics and concerns

- Job creation
- Internship opportunities

### Stakeholder Group

- Industry bodies

### Channels of communication

- EConferences and seminars
- Committee meetings
- Surveys

### Frequency of engagement

- Ongoing

### Key topics and concerns

- Understand areas for sustainable development & leverage best practices.
- Public Policy Advocacy
- Work in partnership to develop solutions to global challenges.

### Stakeholder Group

- Media

### Channels of communication

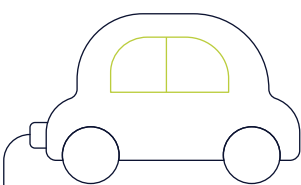
- Corporate Website
- Press releases
- Media opportunities – interviews, bylines, quotes
- Sponsored (industry) events/ Marketplace presence

### Frequency of engagement

- Ongoing

### Key topics and concerns

- Communicate company's strategy, performance, and way forward
- Amplify LTIMindtree's brand as a responsible corporation
- Safeguard the reputation of the company
- Showcase thought leadership and company capabilities
- Drive Business Development and insight into public and business concerns





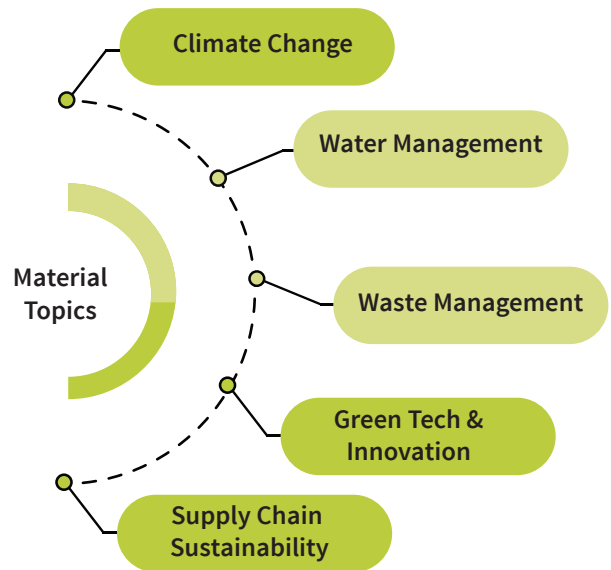
Future, faster. Together.

# Low-Carbon Future



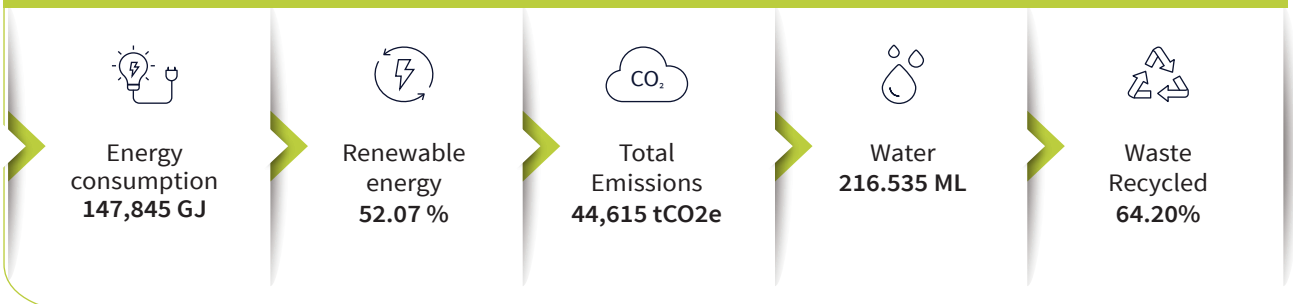
The inspiring legacy of sustainable and inclusive growth of our erstwhile organizations, LTI and Mindtree, motivates us to respond proactively, do better, and carry forward the momentum with focused and calibrated initiatives to conserve natural resources and reduce our ecological impacts. We are focused on a low carbon path; prioritizing energy efficiency and switching to renewable energy sources to achieve it.

Our future focused, life friendly policies and initiatives to mitigate environment risks, are part of a multi-faceted approach to sustainability, and aligned with international best practices and frameworks of the United Nations Global Compact, Sustainable Development Goals, Global Reporting Initiatives, Carbon Disclosure Project, and other ESG aspects. Our approach involves continuously monitoring, measuring, and controlling the environmental impact of our initiatives across all our facilities to minimize our ecological footprint. We have accelerated our efforts to phase out ozone depleting pollutants. We conduct Life Cycle Assessment on our internal operations as a part of Environmental Impact Assessment from cradle-to-grave using CMMI assessment and ISO certifications for development, maintenance, support and testing projects where complete lifecycle of projects is covered.



**Our ESG Vision and net-zero pledge, serve as a powerful testament to our unwavering commitment to mitigate environmental risks, by leveraging the use of renewable energy, reducing emissions, conserving water and managing waste responsibly.**

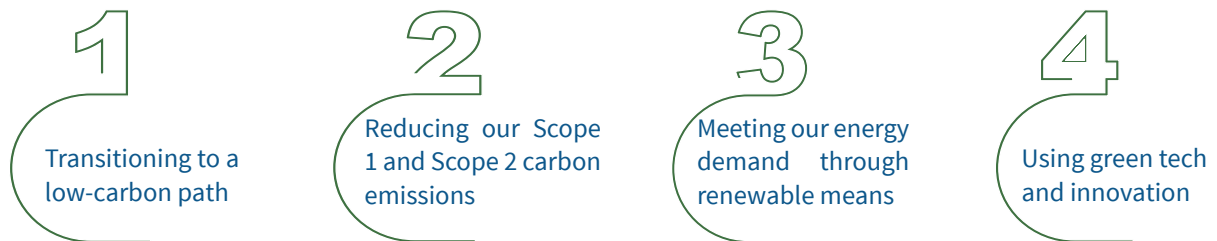
## Our Environmental Performance: FY 2022-23



# Climate Change

LTIMindtree acknowledges that climate change stands as the paramount challenge of our era, posing a formidable threat to daily survival and life on our planet. As a responsible corporate entity with sustainability ingrained in our DNA, we can unequivocally grasp the urgency of effectively combating climate change. We engage with our value chain partners to promote Sustainability including awareness on ESG, investing and developing services that help our clients and partners meet their commitments on climate change. Environment initiatives are also a key pillar of our CSR strategy and we have identified projects to work with communities to move towards a climate resilient future.

**Our ESG Vision and roadmap reflects a multi-pronged climate mitigation strategy:**



We have robust environment management systems and processes to continuously monitor, measure and reduce the environmental impact of all our business operations and initiatives. We have committed to become net-zero by 2040, in addition to setting near-term goals for 2030 which include meeting 85% of our energy demand through renewable sources, achieving zero waste to landfill, and becoming water positive for our India operations.

## Emissions and Energy Management

- At LTIMindtree, we employ a two-pronged strategy to drive energy efficiency. Our strategies encompass both – fostering attitudinal and behavioural changes among our associates to encourage energy conservation, and also implementing smart management practices for lighting, heating, ventilation, and cooling.
- By integrating energy efficiency into our design considerations and operational practices, we prioritize sustainable resource management throughout our processes. We diligently monitor energy consumption using advanced systems such as EMS data, regular audits, and AI-based tracking, ensuring optimal utilization of energy sources while minimizing carbon emissions and waste. Our unwavering commitment to energy efficiency enables us to make significant strides towards a greener and more sustainable future.
- LTIMindtree has increased the share of renewable electricity (RE) over the years through onsite rooftop solar generation, third party procurement and purchase of Energy Attribute Certificate (EAC), Power Purchase Agreements (PPA) etc. In the fiscal year 2022-23, 52.07% of our energy consumption is through renewable resources which increased to 75,873 GJ in FY2023 from 60,870 GJ in FY2022. We are constantly working with partners and governments in various states to increase our electricity requirement from renewable resources. We also have provided electric-vehicle (EV) charging stations in a few of our facilities to encourage employees to move toward EVs.

**147,845 GJ**

For the current year energy consumption was 147,845 GJ.

**44,615 tCO<sub>2</sub>e**

Our total Emissions for FY2023 was 44,615 tCO<sub>2</sub>e. This increase in energy consumption and emissions in FY2023 from FY2022 is mainly due to addition of new facilities and as pandemic restrictions no longer exist, more employees have returned to 'Work from Office'.

### Impact:

We implemented several Energy Conservation initiatives, which resulted in:  
Savings in power consumption: **12.92 lakh kWh** per annum  
Cost Savings: **INR 13.54 Million**

## 01 Replacement with LED Lighting

We are replacing all our CFL and T5 lighting with LED. Existing T5 lights in two of our campuses in Bangalore were replaced with enhanced LED lights.

### Impact:

Expected Energy savings of 1,32,929.28 kWh

Zero maintenance cost for five years

Overall estimated cost savings of INR 21.59 lakhs per annum.

## 02 Optimisation of UPS

At our Bengaluru Whitefield Campus, we optimised the UPS by reducing the installed UPS capacity from 500 KVA to 320 KVA, at less than 36% capacity. At our Chennai DLF campus, we replaced the conventional UPS with Modular UPS from 440KVA to 380 KVA at about 14% reduction to reduce the energy loss due to equipment inefficiency.

### Impact:

Expected total energy savings of 262780 kWh

Overall estimated cost savings of INR 43.81 lakhs per annum.

## 03 Installation of motion sensors

At our facilities in Airoli, Hyderabad, Coimbatore and Pune we installed Motion sensors to control lightings across the facility area, reducing manual intervention.

### Impact:

Expected Energy Savings of ~71402 kWh

Overall estimated cost savings of INR 5,00,073 per annum.

## 04 Replacement and optimisation of Old AC units

At our Airoli campus we have replaced 10-year-old AC units with new energy-efficient AC units to reduce energy consumption. In addition, the 10-year-old ductable AC units in the EPABX & MUX room were replaced with 45TR inverter ductable AC units, optimising energy efficiency. In the Chennai DLF facility, the PAC units in the Datacentre & UPS room were replaced by high-performing PAC units with advanced technology to improve operations. Additionally, the old AC units in the switch rooms were replaced with energy-efficient AC units, resulting in a 56% reduction in power usage.

### Impact:

Expected total energy savings of 555100 kWh

Overall estimated cost savings of INR 41.06 lakhs per annum.

## 05 Installation of Variable Frequency Drives (VFD)

We installed Variable Frequency Drives (VFDs) for Air Handling Units (AHUs) at different locations – Global SEZ facility and Whitefield STPI campus in Bengaluru and Hyderabad Skyview facility, enabling energy savings for the company.

### Impact:

Expected total energy savings of 168500 kWh

Overall estimated cost savings of INR 1.98 lakhs per annum.

## 06 Installation of APFC and AHF Panels

To address the power factor and harmonics issues, we installed APFC and AHF panels to prevent overloading of the electrical system.

### Impact:

Expected energy savings of 15,000 kWh

Overall estimated cost savings of INR 2 lakhs per annum.

# Water Management

Water is an indispensable resource for business as well as an element that is critical for employee well-being. The Aqueduct Water Risk Atlas released by the World Resources Institute (WRI) which alarmingly places India amongst the world's 'extremely water-stressed' countries, further reinforces the pressing need for effective water management and conservation.

LTIMindtree is cognizant of the water related risk and depleting ground water levels of its campuses located in high water stress geographies including Bengaluru, Hyderabad, Mumbai and Chennai. In response, we have built a strong Water Management Strategy and Plan across all our operations and activities, in order to mitigate water-related challenges and contribute to the responsible stewardship of this vital resource.

We have integrated the 3Rs (Reduce, Reuse, and Recycle) approach into our operations to reach our milestone of achieving water positivity by 2030. At most of our facilities, water required for flushing, landscaping, and HVAC cooling towers is sourced from recycled water. Moreover, in our Bengaluru facilities, we have initiated rainwater harvesting and installation of recharging pits to recharge the groundwater level. These efforts have helped us reduce private water purchase by a considerable amount in the reporting year. We continue our efforts in water conservation through a combination of technological interventions, rainwater harvesting, recycling and reuse of wastewater, communication, and employee engagement. We have over the years succeeded in recharging the groundwater table with rainwater harvesting. As an IT and Services company, withdrawal of water for our operations does not affect any water sources.

Several awareness campaigns are organized at LTIMindtree to ensure that all employees are aware of saving water, efficient use of water in campuses, rainwater harvesting, recycling of wastewater and the risks related to water shortage.

Through our CSR activities, we enable the community to be empowered by replenishment of freshwater - setting up farm ponds and check dams that benefit farmers and local communities. For more details on our water-focused CSR programs, please refer to page no. 28.

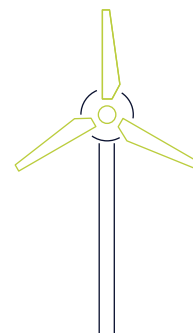
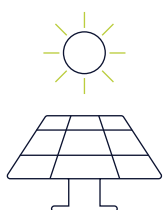
## We have also undertaken the following initiatives to reduce water consumption:

- 1 Replaced existing water aerators with efficient ones in our Pune Hinjewadi and ICC facilities, which reduced the rate of water flow by 55% without compromising user comfort. With full occupancy of the building, this initiative has the potential to save 3894 KL per annum.
- 2 Replaced conventional water-flush urinals with advanced waterless urinals in Pune Hinjewadi facility. This initiative led to water savings of around 343 KL per annum, resulting in a cost saving of INR 1,40,000.
- 3 All the wastewater which is generated within the premises (both owned and leased) is treated through sewage treatment plants in our own campuses and in compliance with the standard as specified by the State Pollution Control Boards. The treated water is reused for landscaping, restroom flushing, and for chiller cooling towers, thus helping in reducing our fresh-water requirement and intake.
- 4 We have installed an atmospheric drinking water generating unit (Air – Water system) in one of our cafeterias, which generates around 500 Litres of water per day. Thus, our dependency on private suppliers decreased, thereby reducing carbon emission due to transportation.

## Biodiversity

Our policies and initiatives enable us to promote biodiversity conservation. LTIMindtree does not have any operations and offices in and around ecologically sensitive areas where environmental approvals are required, as all our campuses are built on government-approved land in industrial zones, thus having no impact on biodiversity.

Environment conservation is one of our key pillars of Corporate Social Responsibility. Through our afforestation and biodiversity conservations initiatives, we have saved 1,100 acres of forest, and protected 500 acres of mangroves. More on our environment conservation programs can be found in our CSR section page no. 29.





# Circular Economy

As an IT services and consulting organization, LTIMindtree does not engage in the manufacturing of physical products. Consequently, we do not utilize any hazardous or toxic chemicals in any of our work processes.

Our waste management strategy is anchored by three key principles: Reduce, Reuse, and Recycle. We are committed to achieving our ambitious goal of achieving 'zero waste to landfill by 2030' through a combination of proactive waste minimization efforts and strategic technology investments in recycling techniques and optimizing our systems and processes.

All hazardous, biomedical and E-waste are disposed in full compliance with the regulations laid down by authorized State Pollution Control Board (SPCB) partners for recycling/ destruction. Only EPA-certified chemicals are used for cleaning and sanitizing activities. All other mixed solid waste (dry/wet) is collected by the authorized vendor for recycling/ reuse.

**We recycled 64.20% of the waste produced on site during FY 2022–2023.**

Few campuses have facilities to convert organic waste into manure, which is then used as fertiliser for landscaping. The generated construction waste is reused for laying roads thereby reducing waste reaching landfill.

Generated metal waste is used for constructing handrails to access overhead tanks thus reusing the waste within the facility. Packing waste like cardboard is reused for courier packaging. We implemented 'WOW' (Well-being Out of Waste) initiative - a program where recyclable waste is scientifically disposed of and sent for recycling.

LTIMindtree aligns with the directives of the Central and State Governments of India to eliminate 'Single-use plastics' from all our campuses in the country. Through the implementation of alternative arrangements, we have avoided the use of single-use food and drink containers, as well as utensils, in areas such as the cafeteria and meeting rooms. By embracing sustainable alternatives and promoting responsible consumption, we contribute to the reduction of plastic waste and the preservation of our ecosystem.

## Green Tech and Innovation

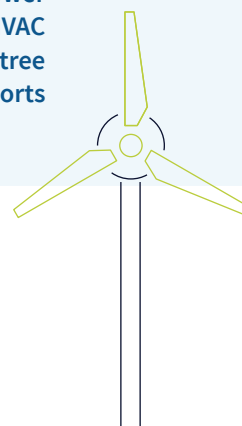
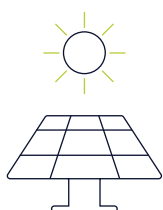
As per the International Energy Agency (IEA), the operation of buildings accounts for 30% of global final energy consumption. Being cognizant, LTIMindtree understands the crucial role of Green Buildings and leverages advanced technologies in its constant efforts to mitigate carbon emissions and rationalise energy consumption.

All our facilities are covered by the International Standards – ISO 14001 (Environment Management Systems) and ISO 45001 (Occupational Health and Safety system). We are committed to improving the building standards of our campuses, by following Green Buildings Norms and certifications for all our campuses. We are committed to have Smart campuses (leased and owned) certified as per LEED Platinum ratings in the near future and having energy management-controlled systems, to be able to conserve our resource consumption and follow a decarbonised pathway. All new campuses owned by LTIMindtree are designed according to green building standards for energy and resource efficiency, having roof top solar photovoltaic installations to reduce the carbon footprint.

We harness technology not just to make our operations smarter, but also to intelligently manage, monitor and control the energy system in our campuses. As a socially and environmentally responsible technology consulting company, we acknowledge that technology plays a pivotal role in enabling inclusive growth by creating harmony between nature, humans, and corporate operations.

**As of FY 2023, 63% of our India offices are operating from certified Green Buildings with 5 LEED certified campuses across India.**

**With our Green IT solutions' support in sourcing, usage and maintenance, we dispose e-waste hardware in an environmentally responsible way. We have moved to energy saving power management systems that has helped in reducing energy consumption of Lighting and HVAC systems. Additionally, as per the new Yin-Yang Model that has been implemented, LTIMindtree encourages employees to work from home with state-of-the-art IT infrastructure that supports in reducing transportation related emissions and enhance hybrid working experience.**



## Emission Reduction by Integrated Energy Management at LTIMindtree

A central system was installed at LTIMindtree Bengaluru Campus to monitor key utility performance in single dashboard. The highlights of the system were:

- Energy Profiling of individual load segments
- Intelligent building solution including monitoring, automation and optimization of all sub-units
- Integrated smart building management system for visual representation of operation (virtual), trends, Reliability information and Asset management system

### Impact

- Significant Emission reduction
- Energy saving with improved asset efficiency
- 30% reduced maintenance cost

# Sustainable Supply Chain

Our strategy revolves around harnessing the potential of green procurement and being an equal opportunity partner - giving preference to procure from diverse suppliers such as women-owned, minority owned businesses, disabled owned businesses, MSMEs and neighboring districts enterprises for any other areas to help create economic opportunities locally across our supply chain. LTIMindtree strives to apply green procurement objectives to its overall procurement strategy and is involved actively in identifying and generating green alternatives to traditional purchasing. We actively engage with and influence our supplier ecosystem towards better sustainability. We believe in helping our supply chain partners to inculcate sustainable practices and processes in their operations too. Going forward, we are stepping up our efforts to influencing this task in a more tangible way. Our procurement strives to factor in responsible practices in its processes as it looks forward to influencing the supply chain towards better sustainability.

Our supplier base consists of 4,500 suppliers across our locations, subject to our local sourcing norm, our supplier code of conduct and human rights philosophy. The supplier code of conduct is aligned to the UNGC principles and principles of human rights. All onboarded suppliers have to accept the Supplier code of conduct and commit to responsible business conduct and integrity. Through the acceptance of the Supplier Code of Conduct, the suppliers are expected to comply with the applicable regulatory requirements and local laws. While conducting business with or on behalf of LTIMindtree, they are expected to comply with ethical labour practices, working conditions, antibribery and anti-corruption, human rights, health, safety, and environment, anti-trafficking and modern slavery, data protection, prevention of sexual harassment, sustainable practices in operations, ethical governance etc.

For all purchases, we have specifically incorporated sustainable guidelines as part of Purchase Order terms. LTIMindtree prefers to procure goods and services from local and small vendors who are within the state. Wherever possible, we procure our non-IT products from local businesses giving preference to diverse and MSME owned businesses. It supports and helps uplift the communities in which we function and also reduces our supply chain cost, time to market and environmental footprint.

**11%**

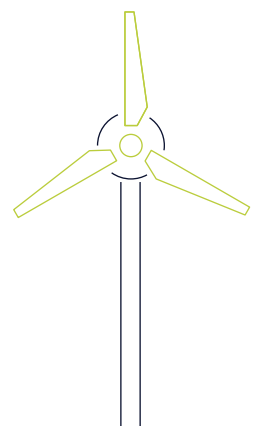
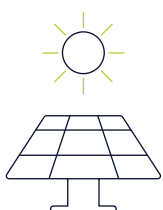
Sustainability sourcing percentage as a percentage of our hardware spend is **11%** for FY 22-23.

**20.47%**

Total procurement spent towards suppliers comprising marginalized and vulnerable groups (MSME, small producers) constitute to **20.47%**

### Digitization of value chain process:

- Supplier360 – We have enhanced the supplier base in our supplier portal, post the merger, bringing complete supplier visibility into view in real-time.
- A part of our digital initiative
- Receiving positive feedback
- PO-invoice transactions are now virtual
- An important part of our 'GoGreen' concept.



Future, faster. Together.

# Empowering Our People



At LTIMindtree, we are consistently nurturing a culture of innovation. At the heart of this innovation and fast paced digital transformation, are our PEOPLE - an 84000+ strong, diverse, future ready talent pool, functioning in harmony across 35 countries.

Steadfastly committed to our motto of 'Employee First', we have shaped a spirited work environment, teeming with new ideas and buzzing with the innate drive to excel.

As LTIMindtree, we have distilled and blended the essence of excellence from our erstwhile entities – L&T Infotech and Mindtree.

The remarkably seamless and successful LTI-Mindtree merger, stands as a testimony to the exceptionally detailed planning, the thoughtful HR practices and the systematic processes in place. The process was further accelerated by the unwavering support and enthusiasm exhibited by our incredible workforce.

Throughout the challenging integration journey, we identified and borrowed from the finer aspects of LTI and Mindtree, in the process forging a shared culture and set of values that resonated deeply across hierarchies. A carefully crafted Change Management system, saw the appointment of change champions hailing from various departments, who diligently kept employees informed about policy and procedural changes at every step.

Our Change Management approach was rooted in a bottoms-up approach, empowering our employees and granting them the authority to contribute to crucial strategic decisions. We firmly believe that our people are the driving force behind change, propelling the merger forward and transforming LTIMindtree into a unified haven where all thrive Together.

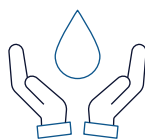
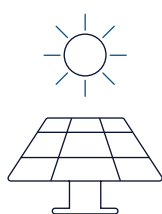
From this has emerged our authentic Employee Value Proposition (EVP) that unlocks channels to immense opportunities for career enhancement and personal growth. That our attrition rates are lower than average in the IT services sector, is a telling testimony to our strong Employee Value Proposition.

Diversity is in our DNA, and we focus on multiple programs that create a safe, equal opportunity work place for all. Our special focus is on women, LGBTQ+ communities, ethnicity/nationality, veterans and persons with disabilities.

Diversity, Equity & Inclusion

Material Topics

Employee Well-being and Experience





# Talent Management – Skilling and Development

Given the break neck speed at which IT keeps evolving, a human think tank and skills tank, ready and willing to match its pace is crucial to our success.

As a forerunner of innovation and solutions to industry, we have set in place knowledge rich systems crafted with a

## Campus to Corporate: Enabling Early Careers

- The University Early Career Engagement program focuses on building mindshare among young talent from reputed universities by carrying out several value-added engagement events all year long to establish the LTIMindtree brand as an employer of choice. These programs are managed by subject matter experts and industry practitioners from relevant technology.
- Our future focus program, designed to cultivate Gen Z talent and facilitate their smooth transition from academics to a professional environment. This initiative aims to stimulate the interest of Gen Z individuals possessing high learning agility, and nurture them to adapt and respond to the rapidly evolving digital landscape at an optimized cost.
- Launched in January 2023, this program has met with notable success. To date, it has impacted the lives of over 10,700 students, providing them with invaluable mentoring sessions, collectively spanning an impressive 22,830 hours. The program's reach extends across 125 colleges located in prominent cities such as Mumbai, Pune, NCR, Kolkata, Bhubaneswar, Indore, Bhopal, Hyderabad, Visakhapatnam, Bengaluru, Mangalore, Chennai, Vellore, Coimbatore, Madurai, Cochin & Trivandrum.

360 degree vision. These skilling interventions equip and sharpen the minds of our people, adding edge to their performance and in turn tangible value to our business products and propositions to clients across the globe.

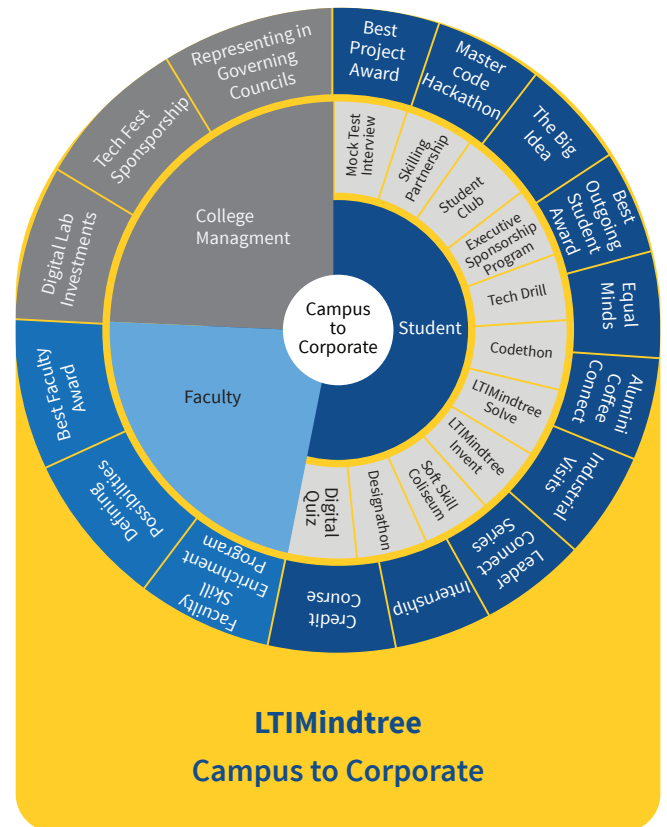
Working in tandem with our skilling initiative is our strategic approach to hiring talent and going further, developing a talent pool that is professionally adept at responding to emerging challenges.

The company augmented its hiring processes by strategically implementing the Ripple Hire Platform in countries outside India and by also simultaneously rolling out an enhanced Buddy Referral Program.

Over the past financial year, LTIMindtree has made significant strides in quality hiring for diverse roles. It brought on board 28,905 lateral employees globally. In our India operations, a 6% increase in hiring at Level 4 in Q4 FY23, and above was accomplished.

LTIMindtree has also placed significant and measurable emphasis on diversity, equity and inclusion, with 30.8% of workforce being composed of women.

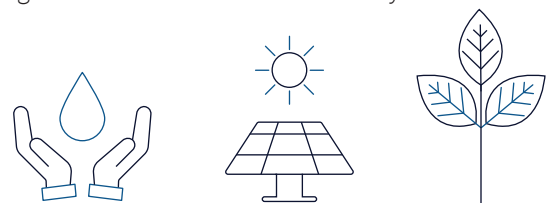
The recruiting team created proactive, niche engagements with select universities through focused initiatives such as "Defining Possibilities," "Faculty Enrichment Program,"



"Alumni Coffee Connect," "Equal Minds Ideation" contest, and "Experience LTIMindtree" program. This translated into a positive uptick in campus conversations centred on LTIMindtree.

Likewise, the LTIMindtree Campus Hiring Program was welcomed across prominent campuses and met with a very positive response. Through the Early Career Engagement framework 5,196 candidates were hired from universities worldwide. The program was supported by 162 partnerships and 600+ engagement events, benefiting 67,000+ students and 500+ faculties.

The accent is on bettering diversity, equity and inclusion, by targeting the best talent, adopting industry best practices and tools beyond LinkedIn and job portals. The goal being to create an accessible hiring pool and talent map, for swift positioning in critical roles across the industry.





## Learning and Development

At the core of our operations, lies a commitment to partner with our global customers and drive their digital transformation endeavours, by providing leading edge, end-to-end Digital and IT solutions. To fuel our long-term growth, we adopt a strategic approach that focuses on key verticals, service lines, and geographies while sharpening employee skills across various dimensions, including technology, industry domain, delivery management, innovation, human skills, and leadership.

Our talent development takes a holistic view via an integrated framework of learning journeys, career development, job rotations, role progression and staffing opportunities.

We foster a culture of continuous learning by offering diverse channels, both formal and informal, to facilitate the professional growth of our employees. Our digital learning platform serves as a centralized hub, providing convenient access to a wide range of learning resources. With learning made possible anytime, anywhere, and across devices, we strive to instil a pervasive culture of continuous learning.

Over the years, we have consistently designed and refined our skilling interventions, ensuring they align with our organization's evolving needs. This unwavering commitment to learning has earned us the distinction of being a true "learning organization."

The GEMS program positively redefined our leadership development efforts by identifying and nurturing top talent for future leadership roles. From a pool of 88 participants across geographies, we successfully elevated 61 individuals to higher grades, ensuring a robust talent pipeline.

This vibrant program harnessed the power of 360-degree feedback to evaluate and appreciate our top talent better.

### Arboretum

Arboretum is an erstwhile Mindtree People Program. This flagship program is a well charted on-boarding experience to facilitate a seamless and positive culture assimilation walk through.

New hires guided by cultural ambassadors, undergo a dedicated 30-day incubation period upon joining. The program sees personnel from every functional department coming together to warmly welcome new recruits, fostering a strong sense of unity and creating a cohesive "One Family" environment.

Effective Mar'23 - Arboretum Team took over Culture Assimilation for all Lateral New Joiners – PAN India for the unified entity LTIMindtree.

Utilizing the Gallup Strengths Finder, we crafted personalized developmental plans that focused on leveraging individual strengths. The program encompassed engaging workshops, interactive sessions with leaders, and e-Learning modules to provide targeted learning experiences.

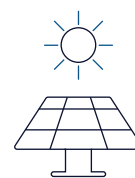
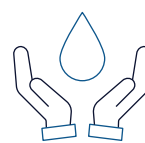
To further enhance their growth, participants had the privilege of benefiting from group coaching sessions facilitated by experts, as well as invaluable mentorship from our esteemed CXOs. These interactions added a unique dimension to the program.

#### Some key highlights of L&D programs for FY 2023:

- 94 in house training batches conducted for various skills.
- 2947 trainees graduated through in house training program.
- 458 SMEs from verticals/practices contributed for the trainings.
- 6 LBJ (Learning Before Joining) batches conducted.
- 2512 campus hires cleared LBJ and onboarded.
- 5 Stage Fresher Learning Model Launched.
- IGNITE (LBJ) program launched for 2023 campus hires in Feb with 7638 campus hires with 4 skill tracks.
- 3 'In house' batches started in Kalinga Campus for 112 non engineers.
- Executed 1 Learning batch for South Africa center.

Covering corporate essentials like corporate overview, HR policies, medical benefits, learning opportunities and work tools, the sessions also covered vital topics like Enterprise Risk Management, Diversity & Inclusion and Corporate Information System etc. in depth.

Arboretum Microsite is a full-fledged one stop portal for New Joiners as part of their first month journey. The initiative has seen consistent participation of 90% and an average experience rating of about 94%.

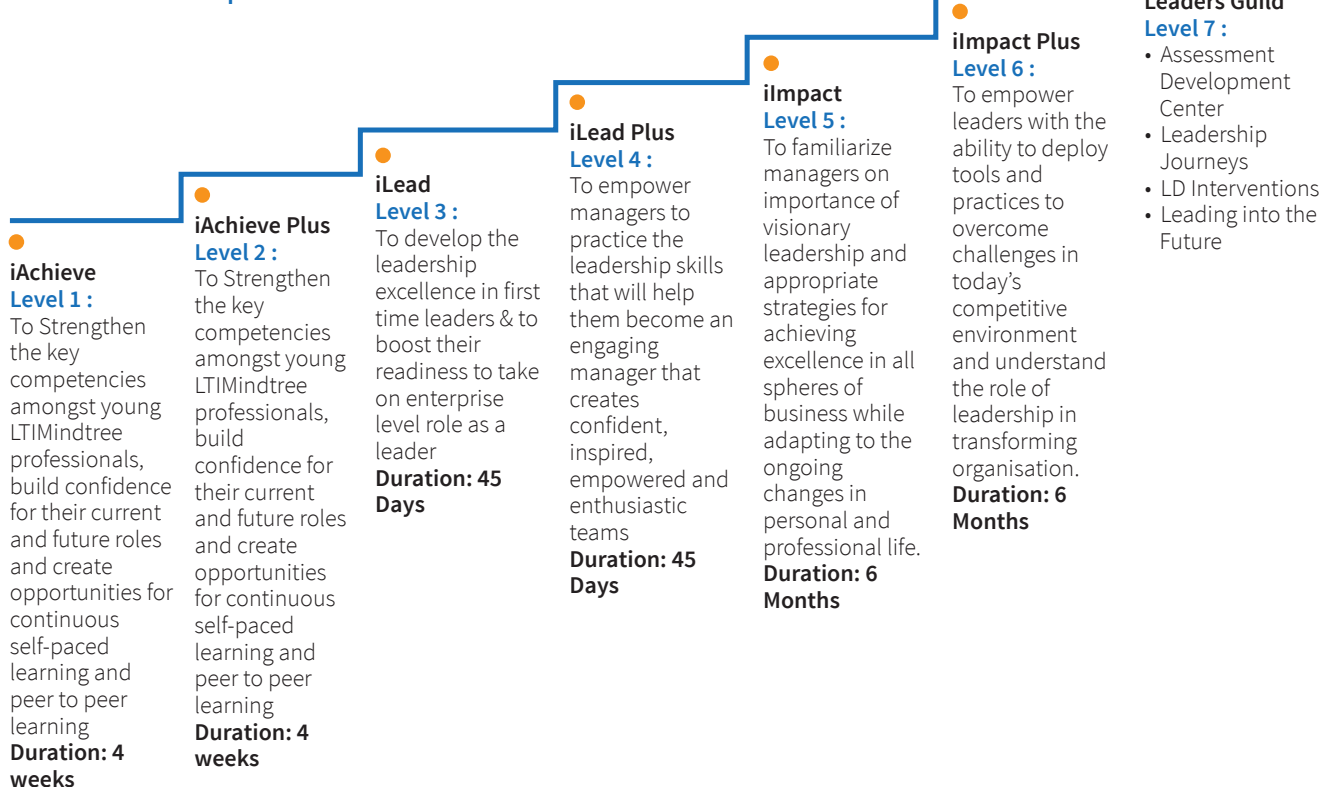


# LTIMindtree 7 steps

Unlocking the potential of future leaders is at the core of the LTIMindtree 7 steps program. This carefully crafted series of development interventions equips individuals at various levels of the organization with the skills and needed to thrive in leadership roles. Guided by the influential LTIMindtree Leadership, this program serves as a catalyst for mentoring and shaping the leaders of tomorrow.

LTIMindtree 7 Steps

## Level Based Development



## Learning Promenade

At the core of the learning Strategy at LTIMindtree is a culture that fosters learning and career growth in the organization. The Learning Promenade initiative is a part of LTIMindtree Academy and celebrates this culture of learning through various contests crafted with the intention to nurture and celebrate knowledge sharing in the organization.

Key highlights of Learning Promenade are:

### 1. Learning Rally:

This competition is about 'how learning affects actual business situations', wherein teams from various profit centres compete by presenting their business impact stories to the panel, the organization, and a team of judges in an effort to win.

- 56 Team Registrations with 493 Participants joining from across Geographies (APAC, USA, UK, Europe), out of which Top 9 Teams reached the Grand Finale.

### 2. Value Driven Narratives:

A business storytelling contest that includes articulation of compelling value proposition by narrating past successes.

- 85 Abstract Submissions and 15 Unearth your Story Workshops.

### 3. Inspiring career stories:

Learning is a continuous process, and accessible through every experience. This contest gives learners the opportunity to share their career stories and learning experiences, so as to inspire others to follow suit.

- 35 Stories Submitted; Top 10 Stories to be recognized.

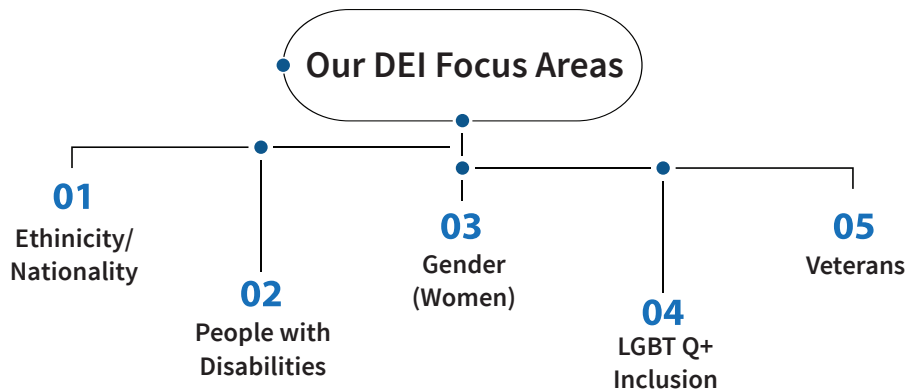
#### 4. Hack2Future:

A competitive hackathon where participants attempt to solve a real-world business challenge for LTIMindtree in collaboration with technical experts as their mentors. The participants, trained in trending technologies like AR/VR, AIML, and blockchain, will go through 48 hours of rigorous coding to solve the problem and present a viable solution to the jury. The best PoCs will be considered for further development.

- 17 business-focused challenge statements from multiple businesses, IGs, & SLs.
- 66 teams registered for the contest of which 44 teams identified the challenge statements.
- 32 teams submitted the valid solution approach, of which 19 qualified to the Code2Solve Phase – an intense 48 Hour nonstop in person hackathon.
- The Top 5 solutions from the Code2Solve phase were selected and presented to a jury of Senior Leaders.
- The Top 3 solutions have been incubated & further developed to align with the potential business opportunities.

## Diversity, Equity, Inclusion (DEI)

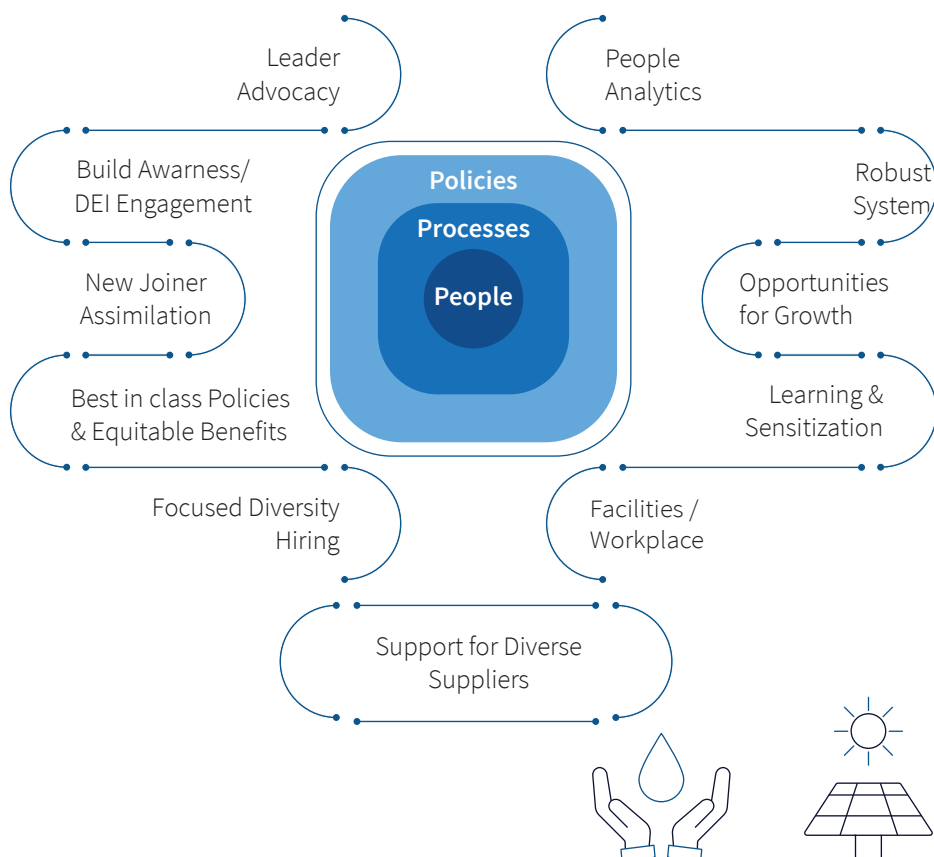
Diversity is a success critical and intrinsic composition of the corporate ideology of LTIMindtree. Our goal is to shape a cohesive community, where everyone experiences a sense of genuine belonging. LTIMindtree actively endorses and implements an equal employment opportunity policy, across all levels of the organisation. This is applicable to all employees and applicants, irrespective of age, race, caste, language or regional affiliation, physical disability, religion, gender, gender-identity, sexual orientation, marital or condition of pregnancy or any other protected characteristic.



#### Gender ratio:

- Female: 30.8%
- Self identified veteran: 72
- Self identified LGBTQ+: 54
- Self identified PWD: 115

We take a holistic view which encompasses People, Processes and Policies.



## OUR SPECIAL DEI PROGRAMS:

We consciously and whole-heartedly celebrate occasions like International Women's Day, Pride Month, International Day for Persons with Disabilities, etc. We design and run multiple awareness campaigns, sensitization programs and learning initiatives. We also have focused Employee Resource Groups such as Together With PRIDE for LGBTQ+ inclusion.

All new recruits at LTIMindtree undergo DEI training to build awareness on DEI and understand LTIMindtree's commitment towards fostering DEI at the workplace.

We work with partners for focused hiring to ensure our workforce reflects our diversity policy.

Collaboration with a recruiting platform specifically geared to identifying qualified and diverse candidates for the Americas DTAP (Campus) and DCAP (Early Career) hiring programs, which is focused on hiring diverse, localized employees. 71% of the candidates from this partnership are Black, Hispanic or Female.

### Facilities / Workplace:

Our workplaces are inclusive in nature including creche facilities, Baby's Day Out, Lactation rooms, ramps for all our building facilities and gender-neutral toilet facilities as required by the Transgender Act.

### Unconscious Bias Program:

As we strive to break biases and stereotypes and eliminate any form of discrimination, it is important for all of us to understand the unconscious biases that we may be harbouring. We have built a robust e-learning module on unconscious bias, supplemented by multiple workshops and awareness campaigns around the same.

### Sensitization training:

We have sensitization training on disability awareness and inclusion and LGBTQ+ inclusion. These are virtual e-learning modules made available to the entire organization. This is also supplemented by periodic events like panel discussions and expert sessions which build awareness around specific areas.

### Making Women The Focal Point:

We are proud of the fact that our recruitment structure and work policies are playing a central role in encouraging women's participation in our workforce across the globe. Our vision entails bringing women into corporate mainstream and empowering them to evolve as talented ambassadors of our capabilities. Creating a gender balanced leadership as we grow is also what we seek to achieve.

Some of our programs running for women include:

### Women Tech-Trailblazer:

A program for entry to mid-level career women, honing their technical expertise while going through a life-skills coaching program. We ran 6 batches through the year covering 200 plus women.

### Womb to World:

An initiative for expectant mothers – covering our employees as well as spouses of our employees. This program is conducted by our partner hospital that brings in the expertise of a Physiotherapist, Dietician and Gynaecologist.

### Fireside Chats, Panel Discussions & Speaker sessions:

We regularly invite women leaders from within the organization, the industry, and our customers to share their experience, inspirations, and insights with the organization, breaking stereotypes and encouraging gender. Over the year we have conducted more than 45 such sessions.

### Leadership Development:

Strengthening leadership skills for women in senior management roles.

### Opportunities for Growth:

We have multiple mentoring initiatives for women at the mid-management level.

### Special 'Returnee' Program:

Created for women on a career break, who undergo a structured learning experience, to ensure their journey back into the workforce is both rewarding and seamless.

### Women-specific Community:

We have different women specific community to build a sense of belonging and a support network at the workplace.

- "Athena" is our overall community for women at LTIMindtree, reflecting their indomitable spirit, intelligence, understanding and creativity as they progress in their chosen field.
- Focused Groups for Women in Tech – Smaller communities within specific technology groups encourage women within specific technology areas to build expertise in their field. A couple of such groups are Women in Tech and DIWA (Women in Data & Analytics).
- Networking Events – As part of our community activities, we hosted multiple networking events and had more than 400 new connections formed.

# Employee Well-being and Experience

As an inclusive organization, we are committed to nurturing the holistic well-being of our employees. Our people strategies prioritize creating an exceptional employee experience that encompass a wide range of learning opportunities, rewarding career paths, and also a safe and healthy workplace environment. Our initiatives include workplace health and safety programs, occupational medical and healthcare services, with a particular focus on lifestyle, diseases and mental well-being. In addition to being certified for ISO 45001, LTIMindtree has an Environmental, Health and Safety (EHS) policy covering all locations and systems to ensure occupational safety, focus on health and wellness, covering all our employees and staff. Our employees go through various health topic-based webinars, training, and awareness/counseling sessions overing a wide range of top themes. The programs are aided by the digital mode.

**At LTIMindtree, we look after our People’s wellbeing and wellness experience through 4 wellness Pillars:**

### Physical

Be the healthiest version of yourself, Spine care and ergonomics, Bone care, Cancer awareness - newer treatment techniques, Techniques of walking and running, Ayurveda for wellness, etc.

### Social

Creating positive networks, Strengthening relationships, Support system at workplace, Connect & heal - elder care helpdesk



### Emotional

Importance of positive mental health, Achieving lifestyle change, Understanding stress and its impact, Positive parenting, Mindful meditation, future-proof life skill

### Financial

Tax & Financial planning, Mutual funds awareness, Will & legacy planning, Managing financial stress

Our approach for FY 2023 is ‘Being approaching & approachable to Wellness - helps create an ecosystem of Wellness which is beneficial for employee, organization, its customers & stakeholder’

### Elder care:

A unique offering to our employees to help them support their parents and elders who require medical assistance. This program is offered to employees globally whose parents are in India.

- Partnership with an integrated health-tech company called Connect & Heal whereby 24/7 care provided through a team of multidisciplinary doctors in addition to dedicated service managers.
- Maintenance of health records that enable dedicated Specialists to engage with the members for monitoring their health conditions and update the family members on health conditions.
- Helpdesk sessions organized for employees on Elder Care conducted to increase awareness on healthcare services and solutions for Elders
- 60+ registrations till date.

### Will and legacy planning:

Spread awareness on the importance of making wills and assist employees in making informed decisions on financial situations:

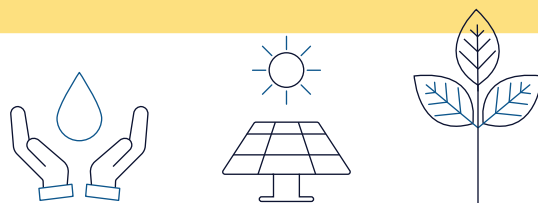
- a) Sessions on Will for India employees including a session on Will for Women to share a woman’s perspective.
- b) Session on Estate Planning: Financial Basics for US employees.

# Occupational Health and Safety

LTIMindtree ensures a top-notch Occupational Health and Safety (OHS) management system aligned with ISO 45001:2018 standards, covering all our facilities and offices. Complemented by our robust EHS policy spanning multiple locations, we leave no stone unturned in safeguarding our workforce.

To stay ahead of risks, we conduct periodic Hazard Identification and Risk Assessment (HIRA), addressing process changes, new equipment, and services with meticulous risk mitigation plans. Open lines of communication empower employees and stakeholders to promptly report hazards, risks, or workplace incidents. Post Covid-19, we have also bolstered processes and infrastructure, instilling a deep sense of safety for all returning to work.

Our commitment to employee well-being also reflects in our educational sessions on health and safety, ergonomics, electrical safety, and promoting well-being beyond the workplace. Additionally, regular training sessions, including mock drills and fire-fighting exercises, fortify our workforce against unforeseen emergencies.





Future, faster. Together.



# Empowering Community—Together



As a socially conscious global enterprise, we realize that the future needs to be benchmarked not just by the financial resources we invest in, but also measured by the care, compassion and time that we willingly give.

To us, CSR presents a whole new space of opportunities for ideas, technology, innovation and human energies to intersect and **Together** shape a transformational landscape.

Strengthening our belief that yes, **Together we can reach a Future that is really better, Faster.**

## Our Impact Domains

As we keep evolving, being accountable to the communities around us is what defines us at LTIMindtree. Our proactive approach drives us to focus our CSR efforts on the 4 vital pillars that we believe are the fundamental catalysts for social progress. These pillars form the bedrock of our staunch commitment to creating meaningful change and fostering a brighter future for all.

- **Education:** Bringing quality education, digital learning and learning aids closer to the underserved.
- **Empowerment** - Creating a better life for those in genuine need by providing skills and livelihood opportunities.
- **Environment** – Creating solutions for protecting the earth.
- **Health & Wellness** – Creating primary care, specialist support and medical care interventions.

## Our CSR Strategy

Conversation, collaboration and commitment is the way forward for us, as we seek to nurture and grow pockets of thriving local communities that are making a tangible difference.

Through consistent engagements with credible NGOs, we

have a handle on the ground realities in the social vectors we choose to impact. We monitor activities, respond to feedback and ensure a result-oriented framework is in place to expedite change. Our own volunteers are an important component of this endeavor too.

Our collaborations with every accredited body, individual and the beneficiary is built on a synergy of ideas, vision and realistic long-term goals. As the harbinger of positive change, we intend to convert every interaction into a constructive transformation.

Most importantly we remain patiently and steadfastly committed to the causes we have taken up and ensure that each activity is taken to a logical and successful conclusion.

## The Impact

Through a structured model of internal assessments and external substantiations we have created benchmarks to measure a project's impact, both in the immediate and the long-term plan.

### Education

Initiated 23 projects; connected with 301,533 students/teachers to improve learning outcomes

### Empowerment

Initiated 19 projects – touched and transformed the lives of 49,240 people.

### Environment

Initiated 18 projects – 153,132 people | planted 15,79,541 saplings.

### Health & Wellness

Initiated 10 projects – 23,946 people impacted.

### Overall

579,916 beneficiaries, 86\* CSR projects, 66 NGO partners (\* includes 15 other projects), 4.52% Social R&D Spend (of total R&D investments).

## Activities initiated pan India.

Andhra Pradesh | Chhattisgarh | Delhi | Gujarat | Jharkhand | Karnataka | Kerala | Madhya Pradesh | Maharashtra | Odisha | Tamil Nadu | Telangana | Uttar Pradesh | Uttarakhand | West Bengal

Total financial outlay for our CSR funding 2022 -2023, as per companies act, 2013 was inr 675 million. The board however had approved a budget of inr 709 million.

This is a sector wise breakup of the CSR investments made.

## Education Initiatives

**At LTIMindtree, we have built a result-oriented network of collaborations that help us create and implement projects catering to children from migrant families, the economically or socially underprivileged, the disabled or the spastic child.**

These projects focused on delivering key transformation points like

Virtual Learning | Digital Learning | STEM Learning | Scholarships | Infrastructure Upgradation

**Our Foundational Literacy and Numeracy (FLN) project** and **Prerana** in partnership with **Sikshana Foundation** reached out to 87,500 students across 1,765 schools spread over Karnataka, Telangana and Maharashtra. Sustained FLN practice through age-appropriate activities, helped effectively bridge the gap in grade-level learning, aligning inputs with Nipun Bharat guidelines. The project also introduced peer-group learning activities in schools, to enhance student skills.

**Lab on a Bike initiative with Agastya Foundation** reached out to 23,131 students across 132 schools spread over Uttar Pradesh, Telangana and Maharashtra and increased access to hands-on science education for government school children. The project invigorated students with knowledge enabling them to construct models and confidently showcase their work at science fairs.

Our partnership with the **India Literacy Project** facilitated the creation of smart classrooms, computer labs, libraries and experiential computer labs under the **Multi Dimension Learning Space project** in 13 schools. Furthermore, the career guidance programmes helped enhance the learning outcomes of 1800 students and more than 40 teachers in Thagadooru cluster, Nanjangud taluk, Mysore district, Karnataka.

The **Dream to Reality (D2R) project**, made the educational dreams of children from Somanahalli village in Dharmapuri district a come true. 19 students were awarded educational scholarships to pursue various undergraduate and postgraduate courses.

**The Virtual Learning, Digital Learning, STEM Learning and Infrastructure Upgradation Projects** are among

our most impactful initiatives with a presence that has extended pan-India, with the below objectives:

- Teach STEM subjects
- Disseminate knowledge through computers and digital literacy
- Create a conducive environment for experiment-based learning, through in classroom or virtual classroom for children studying at government/government aided/special schools

## Key project milestones

Engaging closely with a select group of education focused NGOs, the initiatives managed to achieve remarkable outcomes.

- 170,340 students could access STEM learning and learn digitally
- 1,914 teachers upskilled and learnt to integrate digital teaching into their classroom sessions
- Quizabled our popular nationals quiz, saw 1,880 PwD children/youth battle it out for honors
- 1000 students from grade 10 and grade 12 received scholarships for further studies
- 167 PwD students received scholarships to help them complete their graduation studies

# 15

**Regions Activated –  
15 key states across the length  
and breadth of the nation**

The virtual learning, digital learning, STEM learning and infrastructure upgradation projects built a knowledge connect with 186,313 students in 941 schools across the country.

In partnership with 6 academia - IIT Madras, IIT Bombay, IIIT Hyderabad, Nitie, VJTI, TBI, ISB Hyderabad, we are providing support to incubation centres for 8 research subjects and 4 startups.

## Empowerment Initiatives

Our pan-India **Women Empowerment** program in partnership with Sankalp Manav Vikas Sanstha, Nudge Foundation, and Tisser artisans trust helped empower 6,129 women and families. Rolled out across 7 states, 5,021 were trained, upskilled in handicrafts, tailoring, and market linkage too was provided.

**Youth Empowerment** program across 8 select states, in collaboration with Hope Foundation, Tata Strive, Fuel, Head Held High Foundation, Navgurukul Foundation, Y4d Foundation, and Lok Bharti Education Society, imparted IT/ITES future skills training, DTP operations and PCB operator training to 3,286 economically disadvantaged youth.

The **Yuva Jyoti** self-employment project in Karnataka in alliance with BEEM Rural Development Organization trained 2050 youth in embroidery, tailoring and computer skills helping them become self-employed.

The **Tribal Youth Program** trained 114 people that included youths (men and women) and dairy farmers. Beneficiaries were provided skill-based training, IT/ITES training, and financial literacy.

**Partnering with the Indian Institute Of Information Technology, Dharwad and EDUNET Foundation**, we co-created a high quality IT skilling program for students from marginalized/underserved communities with minimum grade 10th pass as the highest qualification. 200 students are participating in this program.

**Inclusive empowerment: Jeet (Job Entrepreneurship and Empowerment Training) program** in Telangana, in collaboration with Sarthak Educational Trust, trained 133 people with disabilities (PwD) in the age group of 18 – 40 years. It provided online and offline training sessions in IT/ITES, retail, hospitality, ecommerce and telemarketing. The project using the Rozgarsarathi portal, developed by Sarthak Foundation to generate placement opportunities for PwD, successfully placed 93 candidates in various mncs.

A total of 60 speech and hearing-impaired youths benefited from the skill development training offered in partnership with **The Centurion University Of Technology and Management, Odisha. 388 PwD youth and their family members were trained in our inclusive empowerment programs.**

In collaboration with **Amba**, our project trains intellectually disabled youths/adults for employment across 20 centers in Tamil Nadu, Karnataka, and Telangana. The program primarily focuses on data-entry skills, equipping participants with the means to secure a meaningful livelihood and earn the respect of their families and society. 400 adults benefited.

Our **Integrated Development Program for children with disabilities** implemented by **The Spastics Society Of Tamil Nadu (Spastn)** in Old Washermanpet, Chennai successfully provided special education, physiotherapy interventions, speech training, and communication training. This project achieved positive outcomes in both functional abilities and overall health and well-being of the children. 72 students benefited.

## Environment Initiatives

As a conscious organization LTIMindtree has initiated several key programs, which in their own small way are a step forward in preserving and protecting precious natural resources.

The **Integrated Watershed Community Development Program (IWCDP)** in association with **National Agro Foundation (NAF)** positively impacted 5660 farmers

across 5 villages in Nanjangud Taluk, Karnataka. 4 water bodies rejuvenated. 6 check dams constructed. 35,179 kiloliters of water potential created. Sub surface, bottom water levels of bore wells improved significantly. The program has boosted agricultural productivity and reduced rural-distress migration.

**Water conservation measures in drought prone areas** implemented in Maharashtra, Telangana and Karnataka in collaboration with Dilasa Janvikas Pratishthan and Deshpande Foundation helped create 481 farm ponds and construct 6 check dams, creating a total water holding capacity of 32 crore liters. Positively impacted 62,937 farmers.

## Aforestation/Biodiversity/Tree Plantation:

LTIMindtree in association with Sankalptaru Foundation, planted 1,29,951 high carbon sequestering, native saplings in the year 2022-23, as a celebration of the merger announcement, which will be maintained for 3 years. So far, LTIMindtree has planted a total of 14,49,590 trees out of which 8,00,000 are mangroves. With the aid of community driven support mechanisms 1,100 acres of forest were saved and 500 acres of mangroves were protected.

Collaborating with a host of NGOs, 2750 ecochullas were distributed to forest dwellers.

To help focus communities attain **energy sufficiency**, **Swami Vivekananda Youth Movement** installed roof top solar power panels for 75 households. 6 street lights and 2 community halls were also fitted with solar panels in tribal hamlets of Karnataka. 75 fuel-efficient stove & boilers for cooking and heating purposes were distributed in tribal hamlets of Karnataka, helping lessen the use of wood and smoke generation.

In Raigad District, Maharashtra, 28 Anganwaadis and 11 schools were provided with solar powered lighting benefiting 1,279 students. In addition, 131 streetlights were installed in 11 villages benefitting 1356 households.

## Health & Wellness

Through our robust connect with the local community and our excellent working relationship with local NGOs, we have been able to identify and address specific medical conditions with key medical interventions that provided relief, healing and long-term cure.

**Care2cure** – provided free bone marrow transplants to below-poverty line and low-income thalassemia patients in Bengaluru, Karnataka. Facilitated a permanent cure for 19 patients.

**Healing tiny hearts** – competently mobilize and provided completely free of cost, congenital pediatric heart surgeries for 365 children from economically weaker sections. Initiative carried out in partnership with Rotary Club Of Madras East Trust and the pediatric team at Apollo Children Hospital, Chennai. +



**Not just a piece of cloth** - a menstrual health and hygiene awareness cum training project, in collaboration with Goonj which collectively impacted 8,159 tribal women and adolescent girls from regions in West Bengal and Odisha. 25,179 women hygiene kits were distributed. 541 “chuppi todo” (break the silence) awareness creating sessions on menstrual hygiene were held.

**Club Foot Treatment** – in collaboration with Cure International India Trust, earlystage professional intervention and the ponseti method of treatment, facilitated the correction of club foot condition without surgery in 1,325 children.

**Prevention of TB and anemia** – a collaboration with Swami Vivekananda Youth Movement, focusing on TB and anaemia prevention among rural and tribal communities provides preventive healthcare services in B Matakere Gram Panchayat. 2,101 patients benefited.

**Eye care, mobile health van, TB & anemia screening, blood donation camps community based rehabilitation services for the disabled all these wellness initiatives too formed an important part of the social connect drive.**

6,999 patients treated for cataract. Free cataract surgeries provided to rural poor. In phase 1 with the help of 71 rural eye camps eyesight of 5,017 beneficiaries were restored while in phase 2, the eyesight of a further 1,982 beneficiaries were restored.

**The Mobile Health Unit** in partnership with **Help Age India**, provided 37,800 primary health care services to 4,631 elderly patients from the marginalized rural community.

In partnership with the **Spastics Society of Tamil Nadu (SPASTN)** 319 children with disabilities benefited from community-based rehabilitation services. 34 young disabled adults were trained under the livelihood program. 37 students received basic it training.

**Life Cycle Approach** – in partnership with The Association Of People With Disability impacted 1,770 people, offering them rehabilitation by providing key interventions like mobility aids, medical support, therapy services, employment linked training and more.

**Paralympics Support** – LTIMindtree supports 10 indian para athletes in their preparations for aiming to “win a gold” at the paris 2023 paralympics.

**Supporting incubation centers** - LTIMindtree supports incubation centers in Tamil Nadu, Telangana, and Maharashtra. The project in close partnership with leading

universities and academia, aims to provide backing to startups and academic researchers and create a platform for students to develop innovative technological solutions. 8 research projects and 4 start-ups are benefitting.

**Relief and rehabilitation support** - 50,175 beneficiaries received support during natural calamities under the Goonj program.

**Volunteering - 3,000+ volunteers | 12,500+ volunteering hours | 280+ events | 17 cities and 5 countries**

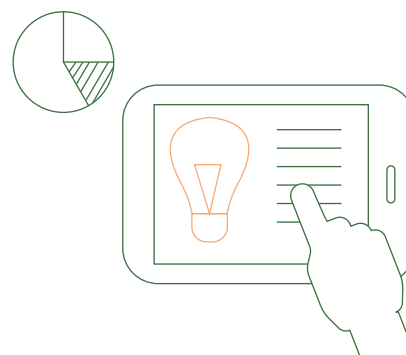
At LTIMindtree our volunteers are the true champions who not only genuinely espouse the cause of the event they have volunteered for, but also by intelligently and patiently interacting with external partners and beneficiaries contribute in a large way to the success of a project.

## Social impact assessment

Social impact assessment was conducted for two projects, as the outlay of these projects were in the excess of rs. One crore.

**Virtual Learning** – the digital classroom program aims to improve learning outcomes for children in under-resourced government schools through digital learning. The impact assessment was conducted by a third-party external agency using social return on investment assessment. The assessment revealed the program's effectiveness in creating value for students through its structure, that helped it deliver some truly transformational outcomes with students experiencing significant learning progress in mathematics, english, and science. Over 80% of students demonstrated a marked improvement in conceptual understanding and application of educational learning in their assignments.

**Digital Sakshar Program** – focused on improving the employability prospects of rural youth, the 'Digital Sakshar' program in partnership with Pratham Infotech Foundation (Pif), aims to empower the youth by equipping them with digital literacy, computer and it skills and also enhancing their communication abilities. The program effectively aligned with the needs and aspirations of the youth, as evident from its proactive engagement with both recruiters and the trainee community. Feedback from trainees demonstrated a strong trust in the program's ability to assist them in securing better employment opportunities and growth in income, resulting in boosting their confidence to navigate the challenging job market.





Future, faster. Together.

# Sustainable Governance



## We are guided by the values

- Honesty
- Integrity
- Fairness
- Transparency

## Our policy architecture

- Integrity Policy
- Anti-bribery and Anticorruption Policy
- Whistle-blower Policy
- POSH Policy
- Code of Conduct for Our People
- Supplier Code of Conduct

## We endorse

- OECD Principles
- UNGC Signatory
- NVG-SEERB
- The Precautionary

- Principle Internationally Proclaimed Human Rights

## We report on

- CDP
- BRSR
- GRI Standards
- IIRC
- UNGC
- NGRBC
- SDG
- SBTi

- Diversity, Equity and Inclusion Policy
- Human Rights Policy
- Non-Discrimination Policy
- Equal Opportunity Policy
- ESG Policy
- EHS Policy

- CSR Policy
- Reasonable Accommodation Policy
- Sabbatical Policy
- Maternity Policy

At **LTIMindtree**, we firmly believe that it is our responsibility to establish a robust Governance structure to uphold the prized trust and confidence bestowed upon us by our stakeholders. Our DNA is embedded with the core value system of our parent - L&T Group - which rests on transparency, integrity and accountability and also demonstrates a strong commitment towards integrity, outlined through our values. With a result focused suite of systems and procedures that facilitate effective sustainability risk monitoring, strong data privacy protection for stakeholders, transparent disclosures, a rigorous and fair Whistleblower and grievance redressal processes, we intend to establish and maintain the highest standards of ESG governance at the Board and Executive levels. Our strategy is to institutionalize governance to align with our responsible business.

Our Board of Directors, led by our Non-executive Chairman, is responsible for overseeing the governance process. They assume accountability for setting the purpose, values, and standards that govern our business conduct. The Board has formulated its various committees for the purpose of monitoring ESG

Our CEO & Managing Director is the highest executive authority responsible for implementation and oversight of ESG policies.

He is also a member of the CSR Committee of the Board that reviews and approves strategic directions and initiatives related to our ESG Vision and roadmap including climate action. The Committee actively discusses various ESG practices of the Company and encourages the senior management to take steps beyond regulatory requirements.

governance of LTIMindtree, such as – CSR Committee, Risk Management Committee and Stakeholders Relationship Committee consisting of an optimum mix of Independent Directors and Executive Directors, leaders with their expertise across diverse facets of responsible business, sustainability/ESG. The Chairperson of all the above-mentioned Committees is an Independent Director. These Committees meet at frequent intervals to discuss their relevant focus areas. All ground-level inputs and stakeholder feedback (including critical concerns, issues and outputs of stakeholder consultation on ESG) are reviewed and discussed by these various board committees. The respective Committee Chairperson



updates the Board at every meeting on the discussion/ deliberations of the Committees. Further, the Board members actively discuss various ESG initiatives of the Company and encourage the senior management to take steps beyond regulatory requirements. As of March 31, 2023, the board constituted of 3 Non-Executive Directors, 3 Executive Directors and 7 Independent Directors (including one woman Director).

Ultimately, the Board of Directors review and approve strategic directions and initiatives and take cognizance of issues, forces, and risks that define and drive the Company's long-term performance. Responsibility for Sustainability/ESG is delegated to the Global Head of Sustainability who leads all aspects of Sustainability/ESG organization-wide across the globe.

LTIMindtree has adopted governance policies for the Board of Directors, Key Managerial Personnel & Senior Management including appointments, remuneration and evaluation and conflicts of interest.

## Ethics and Transparency

At LTIMindtree, we prioritize the alignment of our purpose, vision, mission, and governance practices, employing robust systems, policies, and checks and balances to ensure organizational-wide compliance. Our Code of Conduct serves as the guiding light for all our business interactions, encompassing crucial areas such as human rights, governance on POSH (Prevention of Sexual Harassment), whistleblower mechanisms, and addressing other grievances.

Every employee is informed and trained to respect the gamut of human rights as per the detailed CoC guidelines and our Human Rights Policy. All employees are expected to consciously orient their mindset and behaviour with the highest standards of ethics and integrity.

**At LTIMindtree, ensuring regulatory compliance is of utmost importance. We respect the laws and regulations of each geography that we operate in and take every measure to make sure that we adhere to all required standards of disclosure and reporting.**

LTIMindtree includes human rights requirements as a part of business agreements and contracts. LTIMindtree adheres to the UNGC (United Nation Global Compact) principles which include Human Rights clauses. These clauses are part of the contracts with suppliers, partners, and NGOs, and are extended across the supply chain in the form of the Supplier Code of Conduct. Freedom of association is a basic human right. All our associates have the freedom and right to join any associations, unions, or groups that exist in line with local government regulations. However, in India we don't have any trade unions or collective bargaining agreements.

Our strategy comprises a robust Enterprise Risk Management framework (ERM), risk evaluation, treatment, and opportunity leverage. Strong governance covers our risk management through constant monitoring, reporting, and reviews. Our ERM framework is implemented to manage risks at various layers of the organization, including risks at project level, account level, BU level and enterprise level. Detailed risk management process helps us identify and treat the risks before it surfaces as an issue. The process is enabled through a digital platform that provides an enterprise-wide view of risks, enabling informed decision making. Our risk management radar includes key sustainability risks such as climate change, water that pose a threat to our business sustainability in the short, medium, and long terms. Our annual report covers our Governance Structure, ethical governance and risk management in greater detail.

As a socially and environmentally responsible business, we are focused on sustainable growth and building long-term stakeholder value. Our sustainability framework is based on a diverse workforce, an inclusive workspace, employee engagement, robust policies, strict adherence to code of conduct, a strong risk management and compliance framework, reporting and disclosure.

LTIMindtree is committed to protecting and respecting human rights and proud to declare that there are no instances of violations such as issues related to rights, human trafficking, forced labour, child labour, freedom of association, the right to collective bargaining, equal remuneration and discrimination. All our employees including sub-contracted employees have access to complaint mechanism, where they can lodge complaints on various concerns not limited to use of child labour, modern slavery, forced, bonded, or indentured labour or involuntary prison labour, human trafficking etc. We undertake due-diligence procedures and publish modern slavery statement every year. Our Diversity Equity and Inclusion Employee Policy; ensures equal employment opportunity, ensuring distributive, procedural, and interactional fairness in all what we do, creating a harassment-free, safe environment and respecting one's fundamental rights are some of the ways in which we ensure the same. To monitor progress and formulate strategies to address human rights related issues, we have established committees and processes such as the Prevention of Sexual Harassment Committee, Whistleblower Committee which are reviewed by the top management on a regular basis. To create awareness and promote best practices, we have mandatory e-Learning



training courses for all our employees including sub-contracted employees covering all the above referred topics. Our Non-discrimination policy aims to provide a safe working environment and prohibits any form of discrimination against employees.

Our Anti-Bribery, Anti-Corruption and Anti-Money laundering Policy applies globally to all the employees of the Company working for all branches and subsidiaries of LTIMindtree Ltd., at all levels and grades, including Directors, Senior executives, Officers, Employees (whether permanent, fixed-term or temporary), consultants, contractors, sub-contractors, trainees, seconded staff, volunteers, interns, agents, third-parties or any other person associated with the Company or that performs functions or services in relation to, or for and on behalf of LTIMindtree. Our supplier Code of Conduct sets the minimum threshold for suppliers to conduct themselves with honesty, fairness, transparency, and integrity while being associated with the Company. All employees of LTIMindtree are trained in Anti-Bribery and Anti-Corruption. LTIMindtree encourages any employee having complaints, concerns of suspected incidents,

amongst others, unethical practices, violation of applicable laws and regulations, including the Integrity Code, PIT Code, and Fair Disclosure Code to promptly come forward and express them without any fear of retaliation through Whistleblower Policy. We have anonymous and independent systems of reporting, so employees can report on violation of Human Rights or law or Whistleblower grievances at whistleblower@ltimindtree.com and report on or about sexual harassment at POSH@ltimindtree.com without any fear of retaliation. Whenever required, disciplinary actions are initiated as deemed fit and assistance from regulatory authority is sought.

There have been no incidents/complaints regarding discrimination at workplace, use of child labour, forced labour/involuntary labour, and other human rights related issues for the reporting period of FY 2023. There were 10 complaints filed under sexual harassment in the reporting period, of which 9 complaints are pending resolution. 228 employee complaints were filed and all resolved. 28 shareholders complaints were filed, and 2 are pending.

## Memberships and Associations

We are affiliated with many trade and industry chambers/associations to ensure a collaborative environment that helps us to access knowledge, build a network, improve our reputation, advertise, educate, market, and lobby the government for policy changes that helps business and the society.

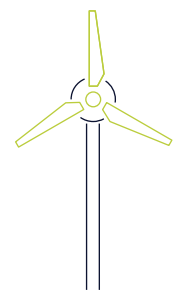
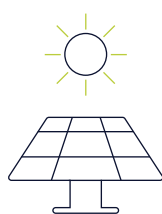
1. National Association of Software and Services Companies(NASSCOM)
2. The Associated Chambers of Commerce and Industry of India (ASSOCHAM)
3. Confederation of Indian Industry (CII)
4. Bangalore Chamber of Commerce and Industry (BCIC)
5. Bombay Chamber of Commerce and Industry
6. Swedish Chamber of Commerce India
7. HYSEA – Hyderabad Software Enterprises Association
8. Indian Green Building Council (IGBC)
9. Software Technology Parks of India
10. United Nations Global Compact India

## Cyber-Security and Data Privacy

LTIMindtree has a policy on cybersecurity and risks related to data privacy. Whilst the cyber security policy is published internally for all users, LTIMindtree has put together a Data privacy framework and a Privacy policy published externally. It is applicable to all stakeholders across the value chain including – employees (full-time and contracted), customers, partners, vendors/suppliers, job applicants, and any other stakeholder whose Personal Data is collected and processed by LTIMindtree. Additionally, LTIMindtree has also implanted a strong vulnerability management program which includes

proactively identifying vulnerabilities in its network and systems by conducting periodic vulnerability assessments, penetration tests and red team exercises. Our Information Security Management System (ISMS) complies with ISO 27001 standard and paves a systematic approach to managing and securing information at LTIMindtree.

For the FY 2023 there were no issues relating to advertising or marketing compliances, delivery of essential services, cyber security and data privacy of customers. Zero instance of data breaches along with impact involving personally identifiable information of customer.





# Sustainable Growth

Our strategic focus, at LTIMindtree, continues to be to deliver best-in-class services to our clients leveraging our deep industry domain and technology expertise, while exploiting the synergies provided by the merger. Our focus has also been on making available to our leadership and employees, the vast opportunities that exist as part of a

fast-growing organization.

As we go through the year, we aim to simplify, unify, and provide clarity to our clients, our employees, and our stakeholders (partners, analysts, investors, etc.) to help them to get to the Future, faster, Together. We propose to do this through our LTIMOne framework as below:

## One culture

- Our purpose: Solve to unleash possibilities
- Our vision: Enable businesses and communities to flourish in a hyperconnected world
- Our work ethos: Be driven by purpose; act with compassion; be future-ready; deliver impact

## One go-to-market (GTM) strategy

To help our clients continuously transform, both from inside-out and outside-in, via:

- Business model transformation
- Experience transformation
- Operations transformation
- Technology-ecosystem transformation

## One unified capability

To build unified capabilities by amplifying our strengths, enabling synergies and developing a compelling integrated proposition to our clients.

## One profitable growth model

While we continue to focus on capabilities and growth, we will also ensure we drive sustainable value creation through our four levers:

- Driving consistent profitable growth
- Cost synergies, along with disciplined execution
- Capital allocation framework
- Creating shared value for our stakeholders and the communities we operate in, and deliver on a bold ESG agenda

At LTIMindtree, we follow a well-defined and structured approach to address client feedback and drive continuous improvement. Once feedback is received, we initiate specific actions followed by in-depth discussions with the client, to gather more insights. To align our efforts with their requirements, we then develop a comprehensive action plan for improvements and share it with the client. We maintain a robust monitoring process through regular governance meetings and steering committee meetings, conducted on a monthly and quarterly basis. During these meetings, we assess the progress of the action plan and discuss any necessary adjustments or refinements.

Senior management plays a crucial role in overseeing the execution of the action plan. They closely monitor and review the progress, ensuring that the identified improvements are effectively implemented and aligned with the client's expectations.

## To provide clients with ample avenues to provide feedback, we have the following major levels at which feedback is taken:

- (a) Feedback through Client Satisfaction Survey Tool (CSS):** Through this tool, Clients' feedback is taken at their various categories level - engagement level, project level, sub-project level and individual employee level, wherein clients rate the services of LTIMindtree across different parameters including project execution, quality, communication, culture, and value delivered. The feedback obtained is analysed and corrective actions are taken wherever required. These actions are also shared with the client.
- (b) Client Satisfaction Survey ("CSAT"):** An annual Client Satisfaction Survey ("CSAT") is conducted by a third-party independent consulting firm, where various levels of clients are covered right from Chief Executive Officer (CXO), senior management to middle management level. This Survey enables us to measure customer experience of our delivery through key parameters like satisfaction, loyalty, advocacy, and business value for money. For LTIMindtree, this survey is a very important exercise for gathering insights from clients to improve their experience with LTIMindtree and for us to deliver amplified outcomes.





LTIMindtree has a wide variety of clients cutting across multiple sectors including manufacturing and heavy Industry, banking financial services & insurance, electricity oil & gas, transportation & logistics, health care and life sciences, and consumer goods.

As cloud, data, and digital become critical for every organization, our vision is to enable businesses in their technology transformation journeys to stay competitive and get them to future, faster. Through optimization and transformation of business functions by embedding sustainability into the organization's DNA, we help our clients be front runners in protecting our planet and its people, while creating competitive advantage, and enabling profitable enterprises. We possess the resources, scale, and confidence of a leader along with the energy, hunger, and ambition of a challenger. To this end, we are pleased with the conversations we are having with clients across markets and, in several instances, we are able to bid for deals that the erstwhile organizations individually would not have been able to, and our increased scale has also started paving the way for our elevation to a tier-I partner with existing clients.

### Solving for Green Building For a leading IT Company's Office Building

- Optimized energy, water, waste through monitoring, automation of all load and sub-units
- Energy & Opex cost savings of around 60%
  - 45% reduction in monthly energy consumption

### Solving for Green IT For a Large Bank in Africa

- Helped reduce the IT carbon footprint by evaluating their software apps for Green IT index
- 35% increase in Green IT index of software
  - 20% reduction IT carbon footprint consumption

## Our ESG Offerings

Our home-grown ESG tech 'by design' offerings & engineering solutions help businesses, societies, and the planet flourish and builds a long-term value for all our stakeholders. Our ESG services offering are designed to help clients with enterprise ESG strategy and activation, responsible and circular supply chain, regulatory compliance and reporting, NetZero transition, sustainable intelligence, risk and controversies management, green IT and green alpha enablement.

#### 'Sustainability First':

Helps accelerate our client's journey from being conscious to becoming purpose-driven to be a catalyst for their domain.

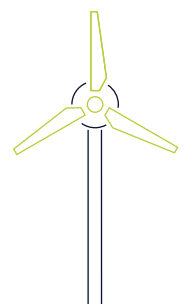
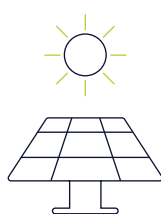
#### Sustainable Intelligence:

Our **Sustainability Intelligence** services, **ESG platform** and **ESG solutions** help our clients to systematically manage their ESG narrative and capitalize on ESG trends.

Our **partner system** and **innovation network** help our client to hyper-automate with technologies like AI, ML, IoT and Hyperledger.

InvestNYC SDG is an initiative engaging the private sector, government, and community to develop projects that help create a more sustainable, inclusive, and resilient NYC. New York City was the first city in the United States to align its ambitious sustainability goals with those of the world, and LTIMindtree is a partner along with NYU Stern Center for Sustainable Business in helping New York City achieve its decarbonization goals.

**Green Carpet is an initiative that brings together LTIMindtree's expertise in ESG consulting and digital solutions and Thomas Cook (India) Limited's in-depth knowledge of the travel and hospitality industries. Green Carpet is an automated ESG platform that helps organizations monitor, manage and report business travel emissions. By leveraging corporate travel data, this platform transforms the process of manual reporting to real-time, automated reporting that provides actionable intelligence, and automate ESG reporting as per BRSR and global audit requirements, and help achieve your net zero goals.**



# ESG Performance Dashboard

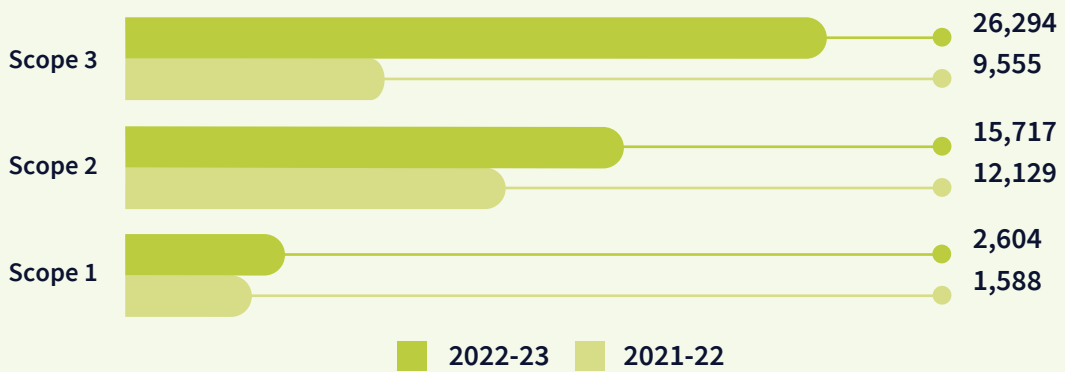
## Environmental Pillar – Key Performance Indicators

The methodology and sub parameters adopted for accounting environmental data units are as reported by Erstwhile LTI and Erstwhile Mindtree. Going forward, more environmental indicators for the merged entity will be captured accurately through sustainability process streamlining.

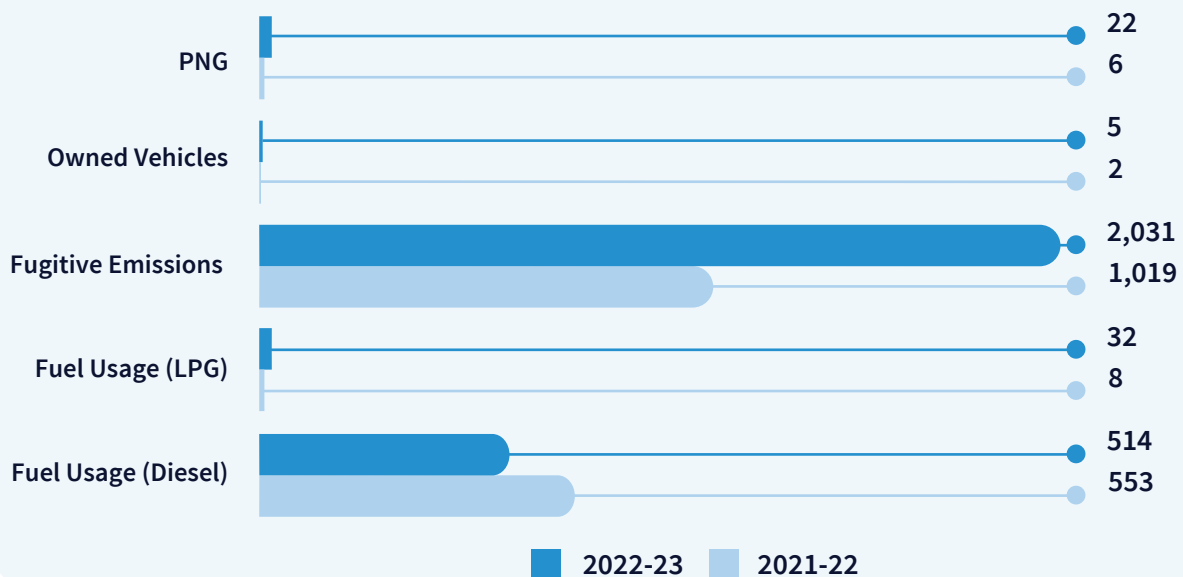
### Carbon Footprint

Category	2021-22	2022-23
GHG Emissions (tons CO2e/annum/employee)	6.543	1.489
Energy (GJ/annum/employee)	33.396	4.935
Renewable Energy (%)	53.03%	52.07%
Water (ML/annum/employee)	0.050	0.007
Water Recycling (%)	13.01%	26.57%
Waste Recycling (%)	99.31%	64.20%
Employees Working From Office (Number)	3,557	29,960

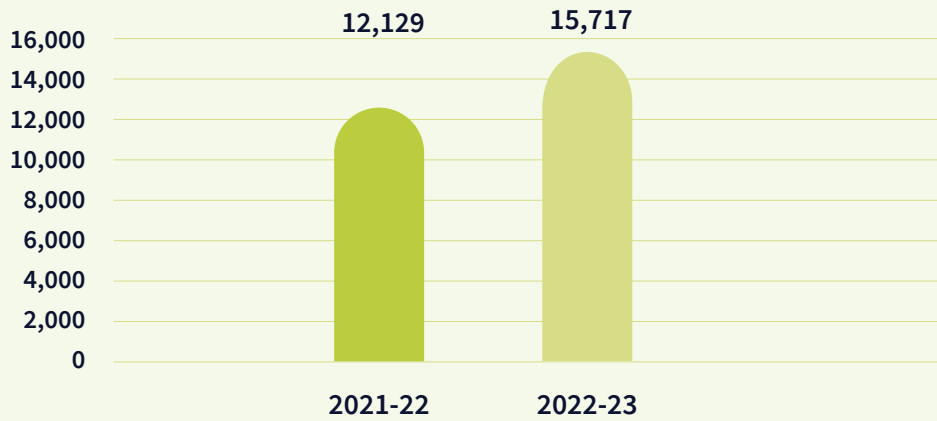
### GHG Emissions Performance (tons CO2e)



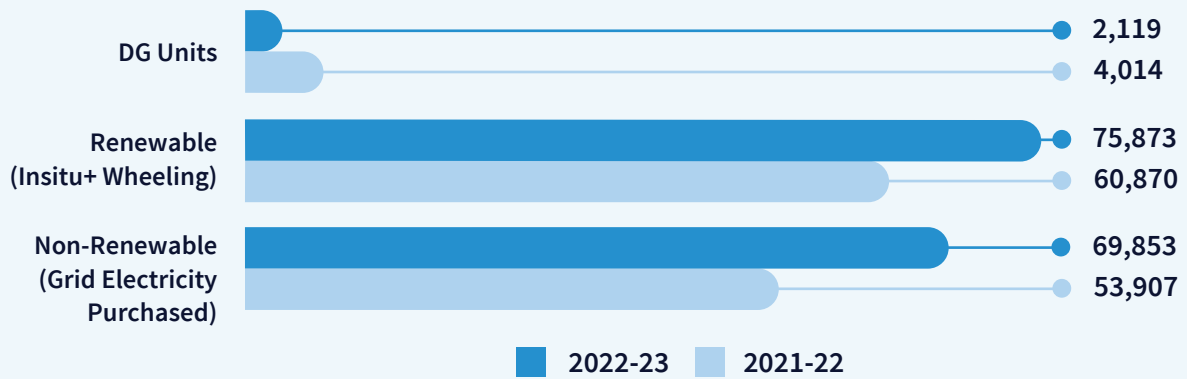
### Scope 1 Emissions Source-wise (tons CO2e)



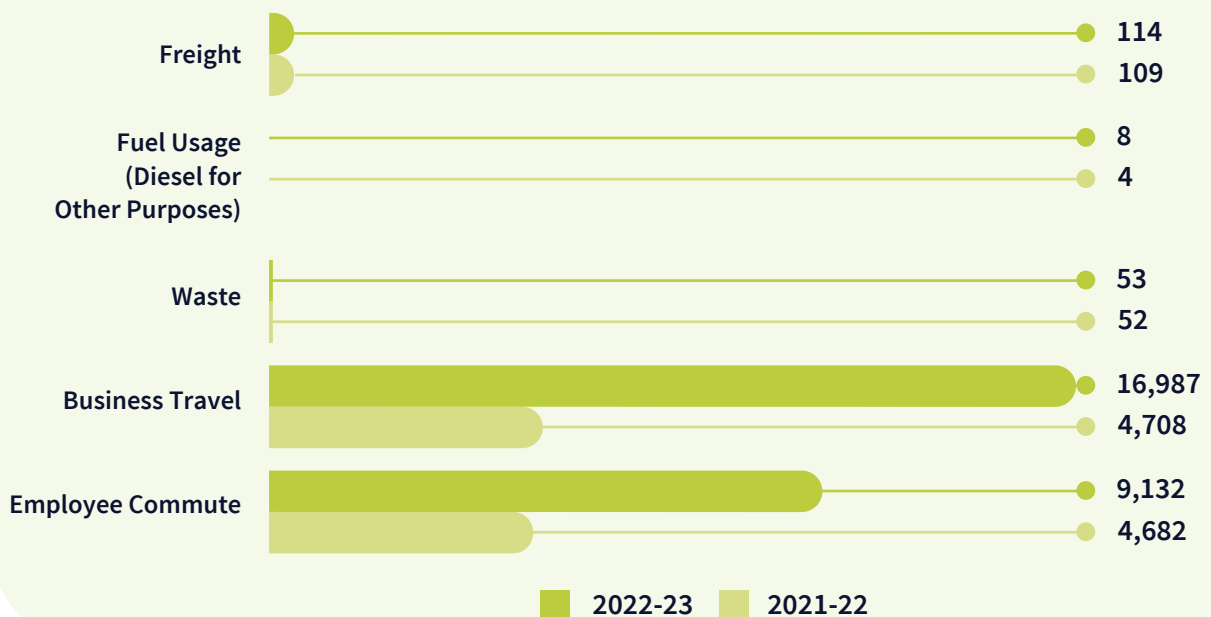
### Scope 2 Emission Performance (tons CO2e)



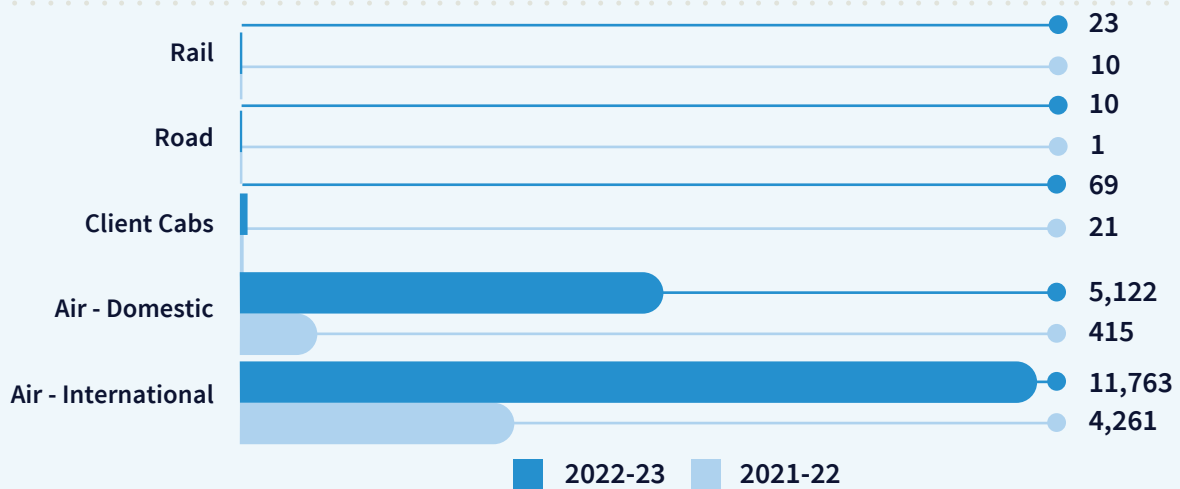
### Energy Performance (GJ)



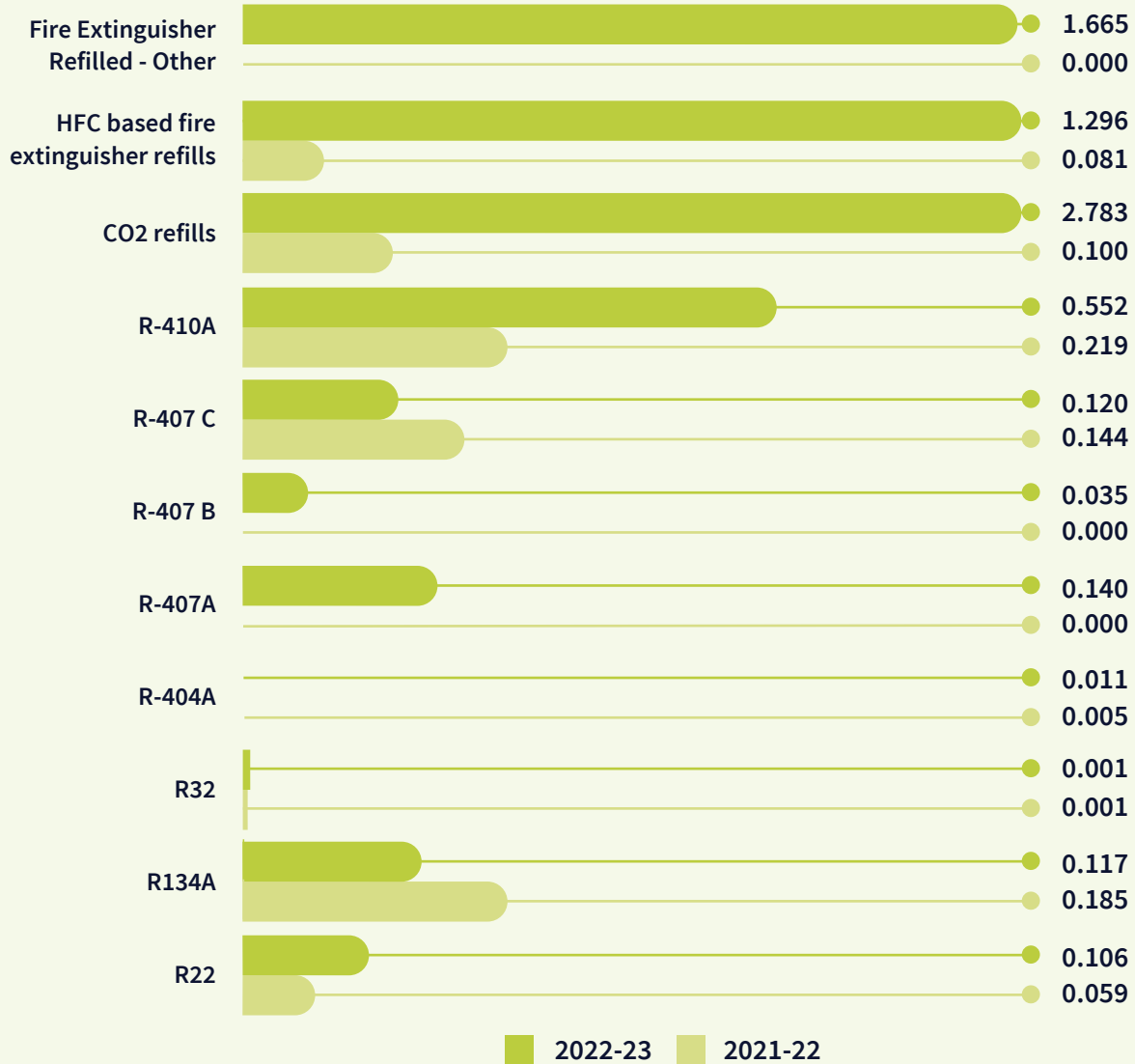
### Scope 3 Emissions Source-wise (tons CO2e)



### Business Travel Emission (tons CO2e)



### Ozone Depleting Substances (tons)



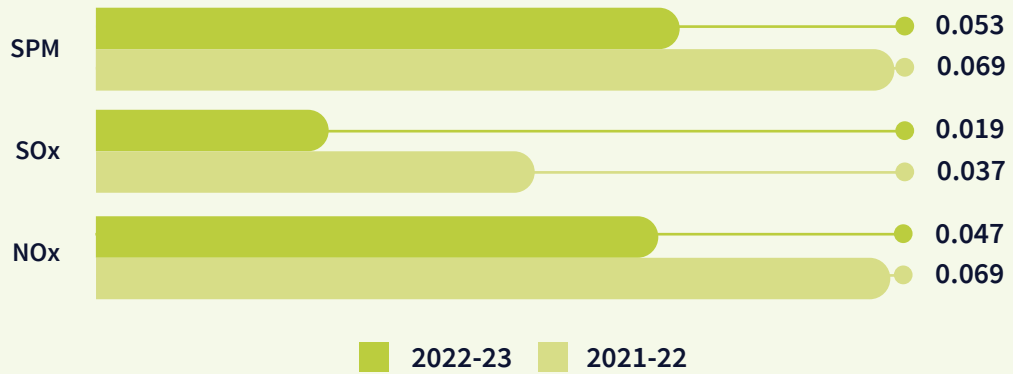
**Notes:**

\*R-22 is classified as a Montreal Protocol gas and hence has a CFC-potential; other gases identified are CFC/HCFC free gases.

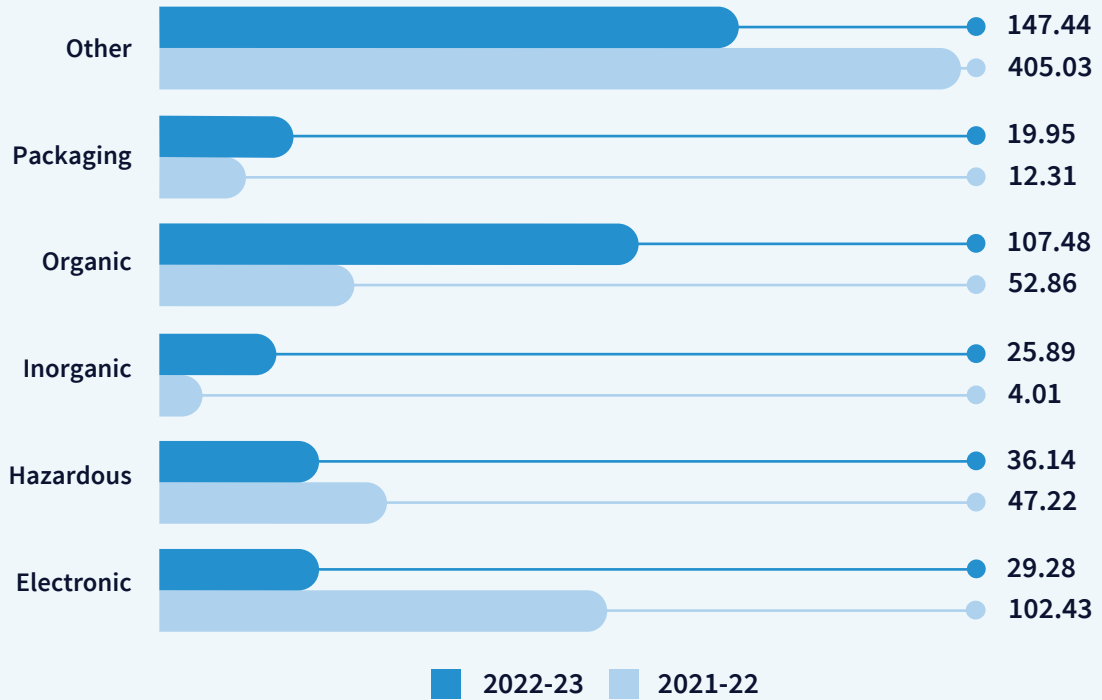
\*CFC11 equivalent of R22 is 0.006 tons in FY22-23 and 0.003 tons in FY21-22.



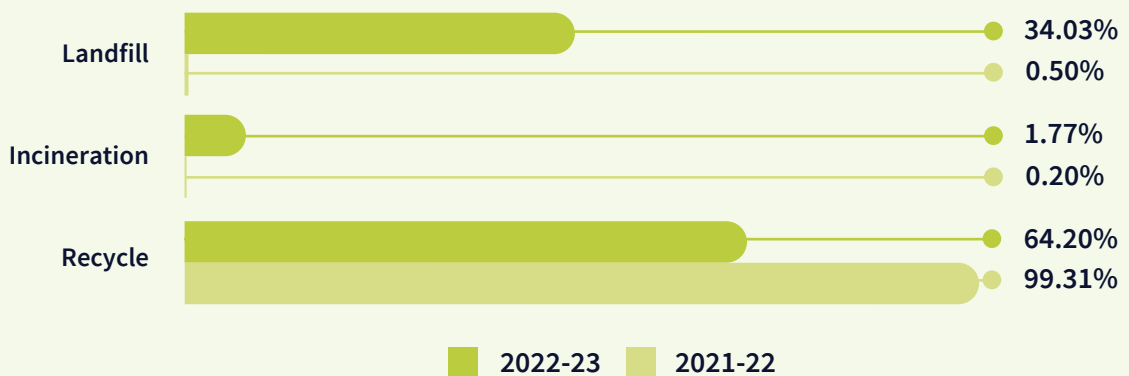
### Air Emissions (tons)



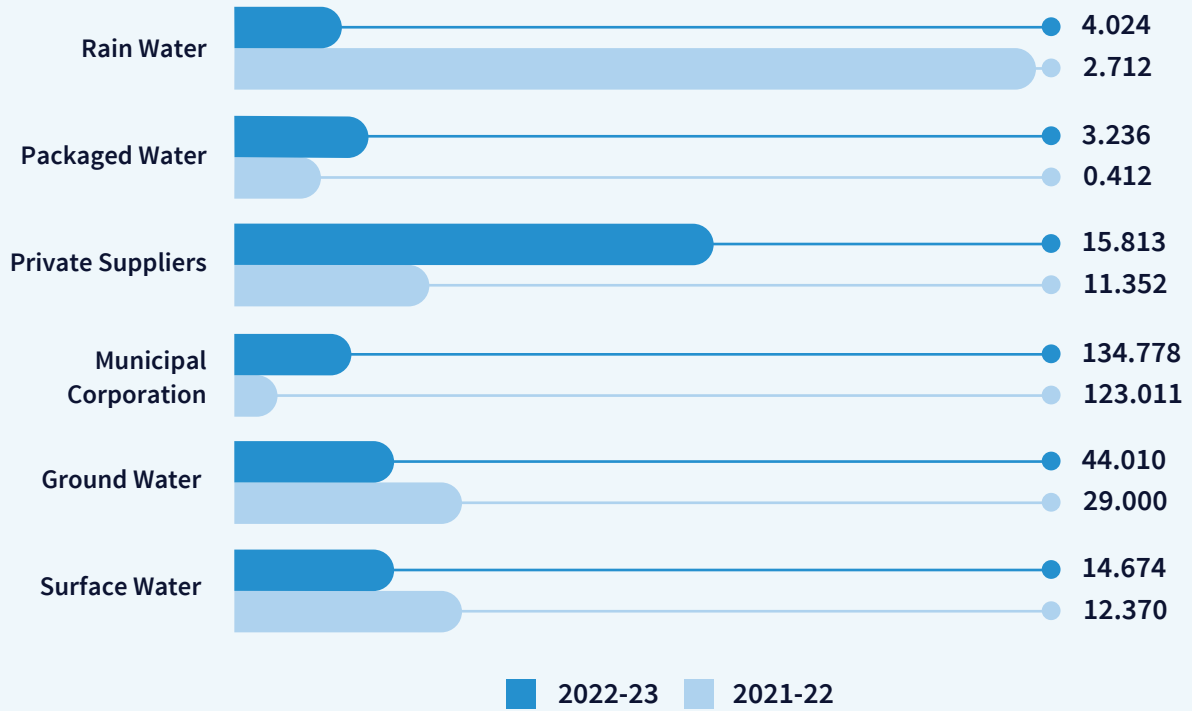
### Waste Management Performance (tons)



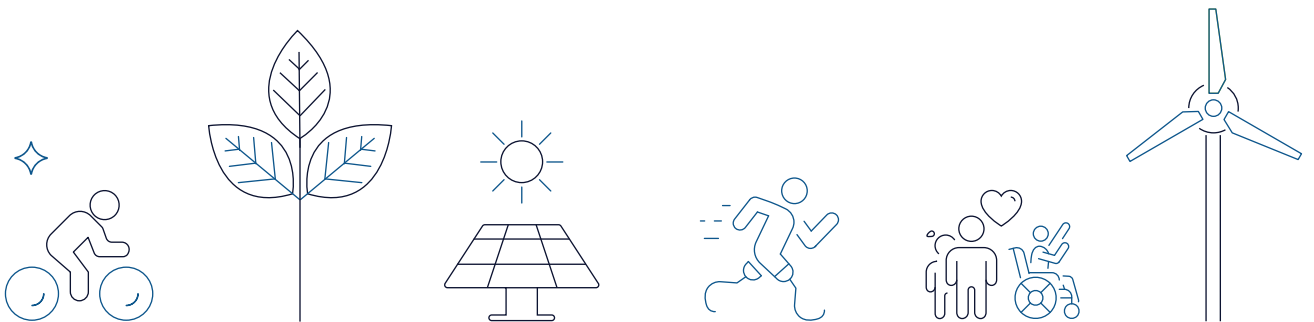
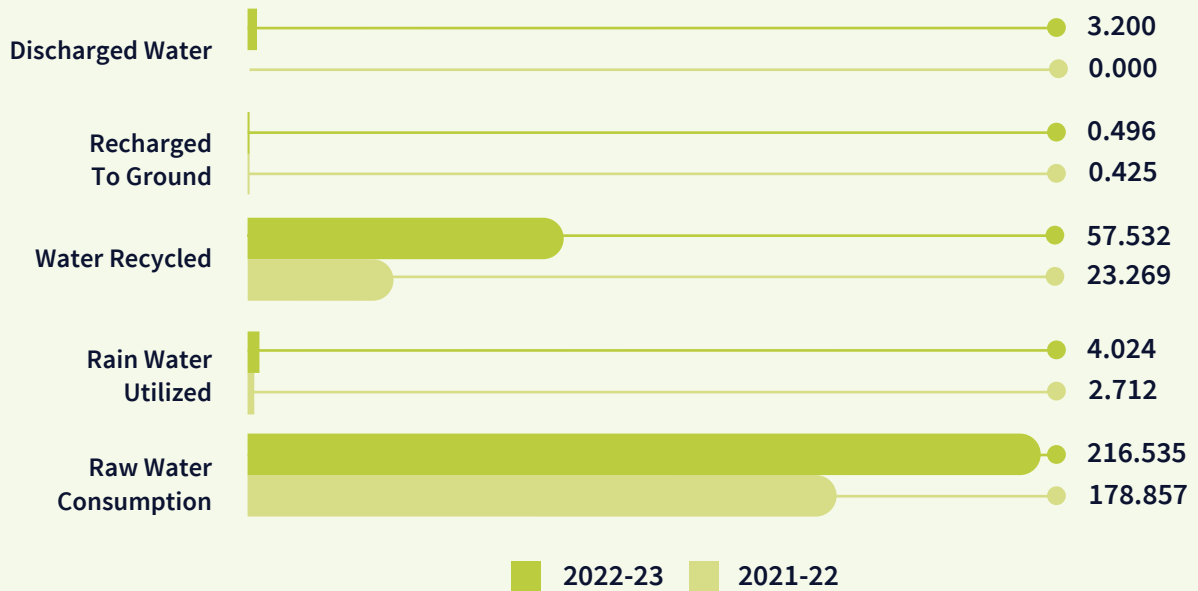
### Waste Disposal-wise (%)



### Water Consumption (ML)



### Water Recycling/Conservation (ML)



# ESG performance dashboard

## Social Pillar – Key Performance Indicators

We recognize that gender is beyond binary and some people prefer to eschew the traditional male /female identification and select 'Others'. This is an umbrella category which includes people who identify as non-binary, gender-fluid, trans or anything else which is not the traditional definition of male or female. In FY22-23, we have 26 of our talent pool employees identifying gender as 'Others'. However, our data reporting followed the conventional Male/Female gender categorization for the year.

### Talent Pool

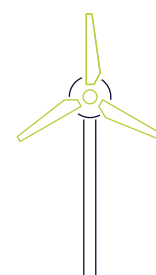
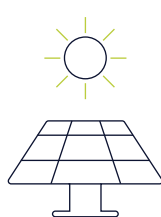
Categorisation	2022-23		
	Male	Female	Total
<b>By Employee Category</b>			
Associates	49983	24441	74442
Middle Management	7455	1400	8855
Senior Management	754	85	841
Top Management	90	6	96
Subsidiary Employee	246	66	312
<b>By Employee Contract</b>			
Permanent	58528	25998	84546
Contract	3356	972	4334
<b>By Region</b>			
India	50746	23845	74597
UK	514	111	628
US	5476	1628	7111
Others	1792	414	2206
<b>By Age</b>			
<30	22574	14888	37469
30-50	33979	10788	44777
>50	1729	256	1988

### Differently Abled Employees

Category	Male	Female	Total
Permanent	93	22	115
Other than Permanent	0	0	0
<b>Total</b>	<b>93</b>	<b>22</b>	<b>115</b>

#### Note:

- It is completely voluntary for our employees to declare their disability status and the number of PwD employees shown here are those who have declared their disability. So, this data represents a subset of actual PwDs currently working with LTIMindtree.
- Differently abled type includes Hearing, Visual, Locomotor, Orthopedic and Others.
- All of LTIMindtree's workforce is categorized as Employees (Permanent and Other than Permanent) and none as 'Workers'

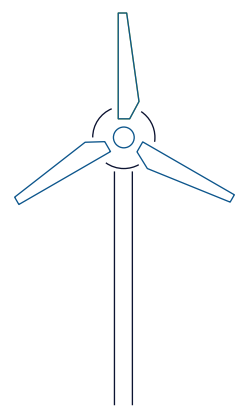
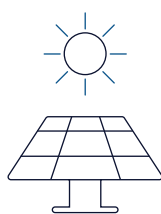
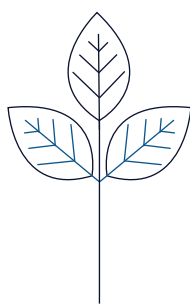
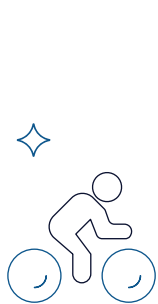


## New Hires

Categorisation	2022-23		
	Male	Female	Total
<b>By Employee Category</b>			
Associates	20382	8570	28967
Middle Management	1875	305	2180
Senior Management	128	14	144
Top Management	6	0	6
<b>By Region</b>			
India	19938	8059	27998
UK	102	33	138
US	1875	686	2570
Others	476	111	591
<b>By Age</b>			
<30	9933	5324	15261
30-50	11986	3512	15508
>50	472	53	528

## Attrition among New Hires

Categorisation	2022-23		
	Male	Female	Total
<b>By Employee Category</b>			
Associates	3149	1184	4335
Middle Management	144	21	165
Senior Management	6	1	7
Top Management	0	0	0
<b>By Region</b>			
India	2735	1029	3764
UK	10	4	14
US	510	158	670
Others	44	15	59
<b>By Age</b>			
<30	1585	730	2315
30-50	1605	462	2069
>50	109	14	123
<b>Total</b>	<b>3299</b>	<b>1206</b>	<b>4507</b>



## Attrition

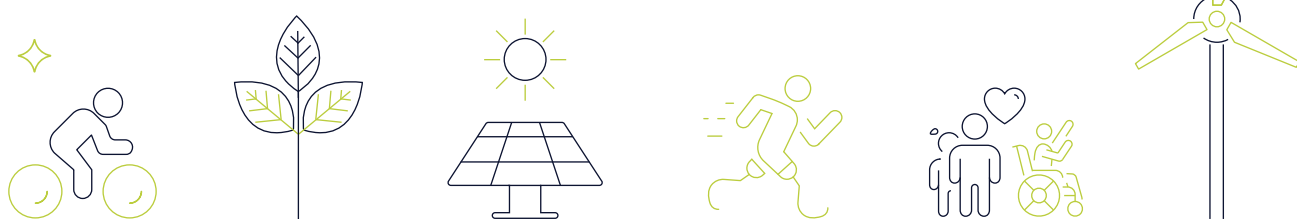
Categorisation	2022-23		
	Male	Female	Total
<b>By Employee Category</b>			
Associates	10538	5117	15656
Middle Management	1075	217	1292
Senior Management	83	13	96
Top Management	12	1	13
<b>By Region</b>			
India	10365	4982	15348
UK	85	29	114
US	1018	290	1308
Others	240	47	287
<b>By Age</b>			
<30	4833	3232	8066
30-50	6672	2087	8759
>50	203	29	232
<b>Total</b>	<b>11708</b>	<b>5348</b>	<b>17057</b>

### Note:

- Turnover rates to be 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 organisation voluntarily or due to dismissal, retirement, or death in service

## Turnover

Categorisation	2022-23		
	Male	Female	Total
<b>By Employee Category</b>			
Associates	21.0%	20.6%	20.9%
Middle Management	14.4%	15.3%	14.5%
Senior Management	11.0%	15.1%	11.3%
Top Management	13.3%	16.4%	13.5%
<b>By Region</b>			
India	20.4%	20.6%	20.5%
UK	16.5%	25.7%	18.0%
US	18.5%	17.6%	18.3%
Others	15.5%	13.3%	15.0%
<b>By Age</b>			
<30	21.3%	21.4%	21.4%
30-50	19.6%	19.1%	19.4%
>50	11.7%	11.2%	11.6%





## Return to work and Retention rate after parental leave

No. of employees entitled to parental leave	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)
Male	1410	99.9%	71.00%
Female	2886	98.8%	66.9%
Total	4296	99.5%	69.80%

## Proportion of senior management hired from the local community

Region	2022-23		
	Local Hires	Total Number	% of Locals
India	65	65	100%
UK & Europe	17	17	100%
US	55	55	100%
Others	13	13	100%
Total	150	150	100%

## Ratios of standard entry level wage by gender compared to local minimum wage

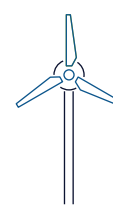
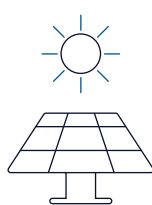
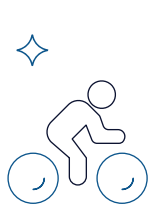
2022-23 (Per day)	India (INR)		UK (GBP)		US (USD)	
	Male	Female	Male	Female	Male	Female
Entry Level Wage	1020	1032	116	159	139	164
Local minimum wage	643	643	76	76	132	132
Ratio	1.59	1.60	1.52	2.09	1.05	1.24

### Notes:

- In UK : Minimum Wages considered is GBP 9.5\*8=76.0 (April 2022 to March 2023, Entry level salary for UK for local hire is 30k GBP and for Expats is 42500 GBP)
- In India : Local Min Wages is taken from "Zone 1 - Highly Skilled Workers: Pharmacist, Chemist, Technical Supervisor, and other Highly Skilled Work" - Total Basic + VDA/day
- In US : Used highest minimum wages of (16.5/hr\*8=132) ; (U.S. Department of Labor website)

## CSR - Infrastructure Projects Spends

List of activities	NGO Partner	Spend (INR)
Library Infrastructure with Sagar Science Forum	Sagar Science Forum	3,600,000
Infrastructure with Rural Lifeline Trust	Rural Lifeline Trust	1,020,000
Solar Power Project with Swades Foundation - Anganwadi & Schools - Solar powered lighting. Solar streetlights in the villages	Swades Foundation	8,300,000
Farm pond & Checkdam with Dilasa Janvikas Pratishthan	Dilasa Janvikas Pratishthan	9,476,510
Rural Govt. school infrastructure renovation	National Agro Foundation	2,985,581
Integrated Watershed Community Development Program (IWCDP)	National Agro Foundation	12,454,409
<b>Total</b>		<b>37,836,500</b>

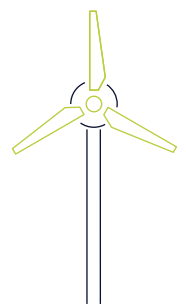
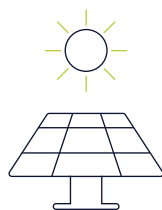


## Basic salary and remuneration of women to men

Ratio of Basic Salary and Remuneration of Women to Men												
Employee Category	India (in INR)			UK (in GBP)			US (in USD)			Others (In USD)		
	Male	Female	Ratio	Male	Female	Ratio	Male	Female	Ratio	Male	Female	Ratio
<b>Basic Salary</b>												
Associates	35,736	29,437	0.82	41,406	44,622	1.08	83,339	82,734	0.99	44,852	46,136	1.03
Middle Management	80,475	66,058	0.82	80,668	73,398	0.91	117,811	122,733	1.04	88,171	88,470	1.00
Senior Management	146,891	128,459	0.87	151,045	140,978	0.93	204,485	190,651	0.93	170,070	158,552	0.93
Top Management	227,927	194,918	0.86	202,851	-	-	281,980	-	-	261,346	221,851	0.85
<b>Remuneration</b>												
Associates	1,408,548	1,103,811	0.78	56,932	55,013	0.97	105,774	94,617	0.89	70,342	67,322	0.96
Middle Management	3,316,912	2,815,150	0.85	93,530	85,937	0.92	147,613	149,096	1.01	112,727	103,911	0.92
Senior Management	6,431,160	5,660,265	0.88	190,644	168,279	0.88	265,706	234,934	0.88	229,187	203,360	0.89
Top Management	11,121,716	9,581,392	0.86	274,840	-	-	415,883	-	-	407,275	321,064	0.79

### Notes:

- For UK and Others , AG has been considered for the basic salary



## Benefits provided to Employees

Standard Benefits provided	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 & accommodation). 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 coming 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	Yes	No	No	No
Special Needs leave	Yes	No	Yes	No	No	No	No	No

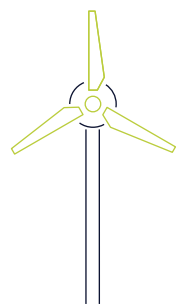
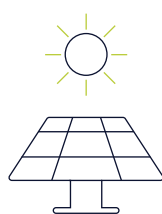
Standard Benefits provided	INDIA		US		UK		ROW	
	Full Time	Part-time/Contract	Full Time	Part-time/Contract	Full Time	Part-time/Contract	Full Time	Part-time/Contract
Emergency Medical fund	Yes	No	No	No	No	No	No	No
Loans & Advances (House Deposit, Two wheeler is discontinued, Salary advance)	Yes (two wheeler 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 select group)	No	No	No
Child Care Vouchers	No	No	No	No	Yes (Discontinued as per local compliance for new joiners)	Yes (Discontinued as per local compliance for new joiners)	No	No
Flexible Work Hours	Yes	Yes	Yes	No	Yes	Yes	Yes	Yes
Day Care Facility	Yes	No	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 - 6L from 5L (Answered this question for India)	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

## Occupational Health & Safety (OHS) Incidents

Details	Bengaluru - Global Village	Bengaluru - Whitefield	Bhubaneswar	Pune-Hinj	Pune-ICC	Chennai	Hyderabad	Onsite locations	Overall Incidents
No of Incidents	2	0	2	0	0	0	0	0	4
No of Nearmiss	1	0	2	0	1	2	0	0	6
Total No of incidents including Nearmiss	3	0	4	0	1	2	0	0	10
No of Incidents led to lost time injury	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
Total No. of Person Hours Worked	111,45,816	32,14,728	11,04,840	30,31,776	10,71,576	33,28,776	45,83,304	-	27480816
Total No. of Employees (From LA1)	4,691	1,353	465	1,276	451	1,401	1,929	-	11566
Incident Rate per 100 employees = $\frac{\text{No. of incidents} \times 100}{\text{Total No. of Employees}}$	0.043	0.000	0.430	0.000	0.000	0.000	0.000	-	0.035
Frequency Rate = $\frac{\text{No. of incidents} \times 100000}{\text{Total Person Hours Worked}}$	0.018	0.000	0.181	0.000	0.000	0.000	0.000	-	0.015
Severity Rate = $\frac{\text{Total No. of Lost Days}}{\text{Total No. of Incidents}}$	0.000	0.000	0.000	0.000	0.000	0.000	-	-	0.000
Lost Time Injury Frequency Rate = $\frac{\text{No. of lost time injuries in FY} \times 1,000,000}{\text{Total hours worked by all staff in same FY}}$	0.000	0.000	0.000	0.000	0.000	0.000	0.000	-	0.000

## 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	Total	Male	Female	Total	Male	Female	Total
Permanent	58,528	25,998	84,526	3,477,814	1,651,082	5,128,896	59	64	61
Sub-Contractors	3,356	972	4,328	6,392	2,429	8,821	2	3	2
<b>Grand Total</b>	<b>61,884</b>	<b>26,970</b>	<b>88,854</b>	<b>3,484,206</b>	<b>1,653,511</b>	<b>5,137,717</b>	<b>56</b>	<b>61</b>	<b>58</b>





## Career Development Performance Review

Categorisation	2022-23		
	No. of eligible employees	No. of Employees submitting annual performance appraisal	% of submission
Male	51,321	51,321	100%
Female	23,255	23,255	100%
<b>Total</b>	<b>74,576</b>	<b>74,576</b>	<b>100%</b>

### Note:

As on 31 Mar 2023 for FY23, 100% of eligible employees submitted their Annual Appraisal.

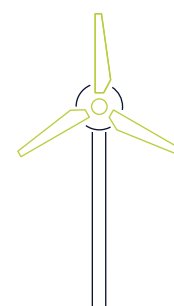
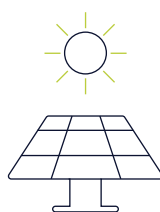
## Governance Pillar – Key Performance Indicators

### Direct Economic Value Generated and Added

	2022-23 (INR in Crore)
<b>Direct Economic Value Generated (A)</b>	
Revenue (through core business segments)	33,183
Other Income (through other sources)	557
<b>Total</b>	<b>33,740</b>
<b>Economic Value Distributed (B)</b>	
Operating cost	6,166
Personnel expenses (wages+benefits)	20,843
Interest Charges	150
Taxes and royalties (given to various govt. wherever business units are located) - <b>Taxes expenses</b>	1,381
Taxes and royalties (given to various govt. wherever business units are located) - <b>Dividend tax paid</b>	-
Dividends (payments to capital providers)	1,563
Donations (political parties/politicians)	-
Community development/CSR investments	66
<b>Total</b>	<b>30,170</b>

### Defined benefit plan obligations and other retirement plans

(Contribution to Benefit Plan)	2022-23 (INR in Crore)
Contributions to Provident and Other Funds	1,320.1
Staff Welfare Expenses	36.5
<b>Total</b>	<b>1,356.60</b>



## Financial assistance received from government

Financial assistance received (INR in Crore)	2022-23
IT exemption	0
Land provided at subsidised rate	0
Incentives	0
Custom, excise duties waived (Duties foregone)	13.21
Others	0
<b>Total</b>	<b>13.21</b>

## Sustainable Supply Chain

Region	#Active Suppliers	% of Suppliers	Spend (USD)	% Spend
India	4984	76.3%	38,11,81,704	95.4%
ROW	579	8.9%	86,22,718	2.2%
UK	233	3.6%	11,27,674	0.3%
US	738	11.3%	87,19,254	2.2%
<b>Grand Total</b>	<b>6534</b>	<b>100%</b>	<b>39,96,51,351</b>	<b>100%</b>

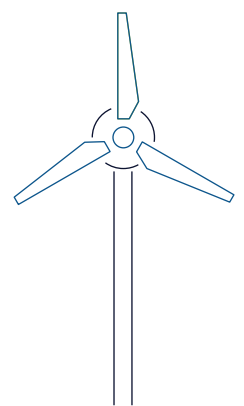
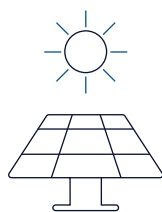
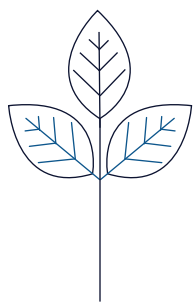
Category	#Active Suppliers	% of Suppliers	Spend (USD)	% Spend
Women owned	10	4.29%	89,446	7.93%
Minority owned	6	2.58%	179,947	15.96%

## Supplier Spend on Indian MSMEs (percentage of inputs to total inputs by value sourced from suppliers):













Category	Spend (%)
- MSME	20.47%
- Others	79.53%
- Within district	30.19%
- Neighboring districts	20.59%








### Note:

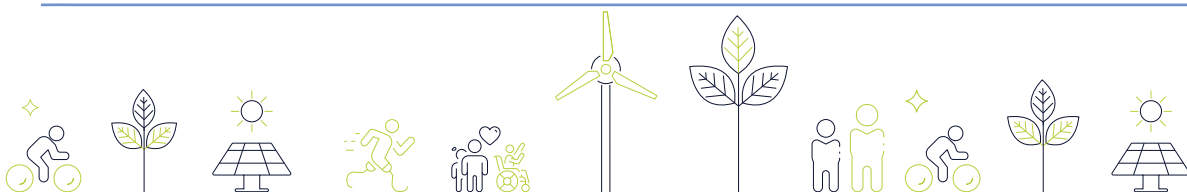
Data presented in the table above pertains only to India because MSMEs and districts are confined to the country.



# Sustainability Frameworks and Standards Mapping

Material Topic	Why material to us	GRI Disclosure	NGRBC Principle	SDGs	UNGC Principle
<b>Environment - Employees</b>					
Green Tech & Innovation	<p>LTIMindtree understands the urgency to combat climate change effectively as a responsible corporate entity. Thus, we have committed to become net-zero by 2040 and water positive by 2030. To further reduce our environmental impacts, we are investing in various green solutions, innovation, and initiatives in emissions reduction, energy conservation, increasing the share of renewables, water and waste management that would help us to transition towards a sustainable future, faster, together.</p>	(Internal & External Impact)	 Principle 6 Restore Environment	 	 Principle 7 Environmental Responsibility
Climate Change		Economic Performance		(Internal & External Impact)	
Water Management		Energy	 Principle 7 Public Advocacy	 	 Principle 8 Environment initiatives
Waste Management		Emissions		 	
		Water & Effluents		 	
	Waste				

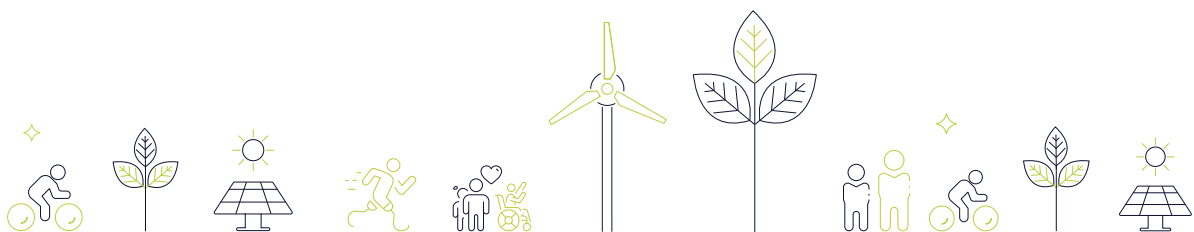
Material Topic	Why material to us	GRI Disclosure	NGRBC Principle	SDGs	UNGC Principle
<b>Social - Employees &amp; Communities</b>					
Employee Wellbeing & Experience	<p>LTIMindtree places great importance on nurturing talent, career development, employee wellbeing and wellness through 4 pillars which are Physical, Emotional, Social and Financial. We are devoted to create a work environment where diverse employees can achieve their full potential and feel valued.</p>	(Internal & External Impact)	 Principle 3 Human Resources	 	 Principle 3 Freedom of association
Diversity, Equity, & Inclusion		Occupational Health & Safety		(Internal Impact)	
			Education and Training		
	We have observed that diverse and inclusive teams are more productive, have greater problem-solving skills, foster creativity, deliver better performance, and an improved resilience to crisis. In addition, it only makes sense that, as a company, we reflect the diversity of the societies in which we do business.	Diversity & Equal Opportunity	 Principle 5 Human Rights		 Principle 6 No discrimination
	Labour Relations	Non-discrimination			
		Freedom of association & collective bargaining			
		Employment			



# Sustainability Frameworks and Standards Mapping

Material Topic	Why material to us	GRI Disclosure	NGRBC Principle	SDGs	UNGC Principle
<b>Social - Suppliers, Partners, &amp; Communities</b>					
Supply Chain Sustainability	We are an ethical and responsive Company and we expect our suppliers to be the same. Onboarded suppliers needs to accept our supplier code of conduct to embrace their commitment to responsible and sustainable business practices.	<b>External Impact</b> Procurement practices Supplier Assessment	 Principle 2 Service Responsibility	   	 Principle 1 Respect human rights
Community Development	We are also a socially responsible enterprise and we seek to nurture local communities that make a tangible difference. We engage with credible NGOs and monitor activities, respond to feedback and ensure a result oriented framework is in place to expedite change. Our employees as volunteers are an important component of this endeavour.	<b>Internal &amp; External Impact</b> Child Labor Forced/ Compulsory Labor  <b>Internal &amp; External Impact</b> Local Communities  Indirect Economic Impacts	 Principle 8 Inclusive Growth	   	 Principle 2 No human rights abuses   Principle 4,5 Labour practices

Material Topic	Why material to us	GRI Disclosure	NGRBC Principle	SDGs	UNGC Principle
<b>Governance - Employees, Investors, &amp; Customers</b>					
Business Ethics	At LTIMindtree, we place a great emphasis on ethics, transparency, accountability, data privacy and protection, and effective risk management which help to build a strong governance structure and maintain trust and confidence reposed by our stakeholders. Our Code of Conduct is the guiding light for all our business interactions, covering all ethical and governance aspects.	<b>Internal Impact</b> Governance Structure	 Principle 1 Ethics & Transparency	 	 Principle 10 Fight Corruption
Corporate Governance		<b>Internal &amp; External Impact</b> Anti-corruption Anti-competitive behavior	 Principle 4 Responsiveness to Stakeholders	 	
Data Privacy And Risk Management		Economic Performance Marketing and Labeling Customer Privacy	 Principle 9 Customer Engagement		

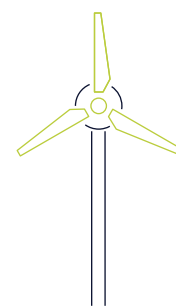
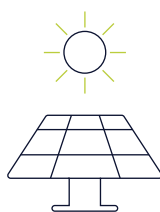
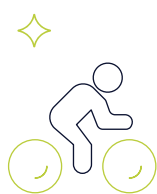


# The United Nations Global Compact (UNGC) Guidelines

The Report also conforms to the United Nations Global Compact (UNGC) principles and forms the basis of our Communication on Progress (CoP) with the UNGC.

## The Ten Principles:

Principles	Statement	Page no.
<b>Human rights</b>		
Principle 1	Businesses should support and respect the protection of internationally proclaimed human rights	30, 31
Principle 2	Make sure that they are not complicit in human rights abuses.	31, 18
<b>Labor</b>		
Principle 3	Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining	31
Principle 4	The elimination of all forms of forced and compulsory labour	31
Principle 5	The effective abolition of child labour	31
Principle 6	The elimination of discrimination in respect of employment and occupation	31, 32
<b>Environment</b>		
Principle 7	Businesses should support a precautionary approach to environmental challenges	13
Principle 8	Undertake initiatives to promote greater environmental responsibility	14, 15
Principle 9	Encourage the development and diffusion of environmentally friendly technologies	17
<b>Anti-corruption</b>		
Principle 10	Businesses should work against corruption in all its forms, including extortion and bribery.	31





## GRI Content Index

GRI Standard	Disclosure Number	Disclosure Title	Location
General Disclosures 2021	2-1	Organizational details	SR - p. 3
	2-2	Entities included in the organization's sustainability reporting	SR - p. 4
	2-3	Reporting period, frequency and contact point	SR - Backpage
	2-4	Restatements of information	None
	2-5	External assurance	SR - p. 4
	2-6	Activities, value chain and other business relationships	SR - p. 18, BRSR - p. 129, 130
	2-7	Employees	SR - p. 40
	2-8	Workers who are not employees	SR - p. 40, 57
	2-9	Governance structure and composition	SR - p. 30, AR - p. 98, 99
	2-10	Nomination and selection of the highest governance body	AR - p. 196
	2-11	Chair of the highest governance body	SR - p. 30, 31
	2-12	Role of the highest governance body in overseeing the management of impacts	SR - p. 9, 30
	2-13	Delegation of responsibility for managing impacts	SR - p. 9, 30
	2-14	Role of the highest governance body in sustainability reporting	SR - p. 30
	2-15	Conflicts of interest	BRSR - p. 147
	2-16	Communication of critical concerns	SR - p. 30
	2-17	Collective knowledge of the highest governance body	AR - p. 98
	2-18	Evaluation of the performance of the highest governance body	AR - p. 222
	2-19	Remuneration policies	AR - p. 222
	2-20	Process to determine remuneration	AR - p. 222
	2-21	Annual total compensation ratio	AR - 222, 223; BRSR - 163
	2-22	Statement on sustainable development strategy	SR - p. 7
	2-23	Policy commitments	SR - p. 30
	2-24	Embedding policy commitments	SR - p. 30
	2-25	Processes to remediate negative impacts	SR - p. 31, 32
	2-26	Mechanisms for seeking advice and raising concerns	SR - p. 31, 32
	2-27	Compliance with laws and regulations	SR - p. 32, 57
	2-28	Membership associations	SR - p. 32
	2-29	Approach to stakeholder engagement	SR - p. 11
	2-30	Collective bargaining agreements	SR - p. 31

Note: SR: Sustainability report | AR: Annual Report | BRSR: BRSR section of AR | p: Page

# GRI Content Index

GRI Standard	Disclosure Number	Disclosure Title	Location
Material Topics 2021	3-1	Process to determine material topics	SR - p. 9, 10
	3-2	List of material topics	SR - p. 10
	3-3	Management of material topics	SR - p. 9, 10, 13, 14, 17, 18, 19, 23, 25, 26, 30, 31, 32
Economic Performance 2016	201-1	Direct economic value generated and distributed	SR - p. 48
	201-2	Financial implications and other risks and opportunities due to climate change	SR - p. 13,14; BRSR - 135
	201-3	Defined benefit plan obligations and other retirement plans	SR - p. 48
	201-4	Financial assistance received from the Government	SR - p. 49
Market Presence 2016	202-1	Ratios of standard entry level wage by gender compared to local minimum wage	SR - p. 43
	202-2	Proportion of senior management hired from the local community	SR - p. 43
Indirect Economic Impacts 2016	203-1	Infrastructure investments and services supported	SR - p. 43
	203-2	Significant indirect economic impacts	SR - p. 43
Procurement Practices	204-1	Proportion of spending on local suppliers	SR - p. 49
	205-1	Operations assessed for risks related to corruption	SR - p. 31
Anti-corruption 2016	205-2	Communication and training about Anti-corruption policies & procedures	SR - p. 31
	205-3	Confirmed incidents of corruption and actions taken	SR - p. 57
Anti-competitive Behavior 2016	206-1	Legal actions for anti-competitive behavior, anti-trust & monopoly practices	SR - p. 57
Materials 2016	301-2	Recycled input materials used	SR - p. 17
	302-1	Energy consumption within the organization	SR - p. 14, 36
Energy 2016	302-2	Energy consumption outside the organization	SR - p. 14, 36
	302-3	Energy intensity	SR - p. 35
	302-4	Reduction of energy consumption	SR - p. 14, 15
	302-5	Reductions in energy requirements of products and services	SR - p. 15
	303-1	Interactions with water as a shared resource	SR - p. 16, 39
Water and Effluents 2018	303-2	Management of water discharge-related impacts	SR - p. 16, 39
	303-3	Water withdrawal	SR - p. 16, 39
	303-4	Water Discharge	SR - p. 39
	303-5	Water consumption	SR - p. 39

Note: SR: Sustainability report | AR: Annual Report | BRSR: BRSR section of AR | p: Page

## GRI Content Index

GRI Standard	Disclosure Number	Disclosure Title	Location
Biodiversity 2016	304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	SR - p. 16
	304-2	Significant impacts of activities, products and services on biodiversity	SR - p. 16
	304-3	Habitats protected or restored	SR - p. 16
Emissions 2016	305-1	Direct (Scope 1) GHG emissions	SR - p. 14, 35
	305-2	Energy indirect (Scope 2) GHG emissions	SR - p. 14, 36
	305-3	Other indirect (Scope 3) GHG emissions	SR - p. 14, 36
	305-4	GHG emissions intensity	SR - p. 35
	305-5	Reduction of GHG emissions	SR - p. 14, 15
	305-6	Emissions of ozone-depleting substances (ODS)	SR - p. 37
	305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), & other significant air emissions	SR - p. 38
Effluents and Waste 2020	306-1	Waste generation and significant waste-related impacts	SR - p. 17, 38
	306-2	Management of significant waste-related impacts	SR - p. 17, 38
	306-3	Waste generated	SR - p. 38
	306-4	Waste diverted from disposal	SR - p. 38
	306-5	Waste directed to disposal	SR - p. 38
Environmental Compliance 2016	307-1	Non-compliance with environmental laws & regulations	SR - 16, p. BRSR - 172
Supplier Environmental Assessment 2016	308-1	New suppliers that were screened using environmental criteria	Nil
	308-2	Negative environmental impacts in the supply chain and actions taken	Nil
Employment 2016	401-1	New employee hires & employee turnover	SR - p. 41
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	SR - p. 45
	401-3	Parental leave	SR - p. 43
Occupational Health and Safety 2018	403-1	Occupational health and safety management system	SR - p. 47
	403-2	Hazard identification, risk assessment, and incident investigation	SR - p. 25
	403-3	Occupational health services	SR - p. 25
	403-4	Worker participation, consultation, and communication on occupational health and safety	SR - p. 25

Note: SR: Sustainability report | AR: Annual Report | BRSR: BRSR section of AR | p: Page

## GRI Content Index

GRI Standard	Disclosure Number	Disclosure Title	Location
Occupational Health and Safety 2018	403-5	Worker training on occupational health & safety	SR - p. 25
	403-6	Promotion of worker health	SR - p. 25
	403-7	Prevention & mitigation of occupational health and safety impacts directly linked by business relationships	SR - p. 25
	403-8	Workers covered by an occupational health and safety management system	SR - p. 25
	403-9	Work-related injuries	SR - p. 47
Training and Education 2016	403-10	Work-related ill health	SR - p. 47
	404-1	Average hours of training per year per employee	SR - p. 47
	404-2	Programs for upgrading employee skills and transition assistance programs	SR - p. 20
Diversity and Equal Opportunity 2016	404-3	Percentage of employees receiving regular performance & career development reviews	SR - p. 48
	405-1	Diversity of governance bodies	SR - p. 4, 23, 30
Non-discrimination 2016	405-2	Ratio of basic salary and remuneration of women to men	SR - p. 44
	406-1	Incidents of discrimination and corrective actions taken	Nil
Child Labor 2016	407-1	Operations and suppliers in which the right to freedom of association & collective bargaining may be at risk	SR - p. 31
	408-1	Operations and suppliers at significant risk for incidents of child labor	Nil
Forced or Compulsory Labor 2016	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Nil
	410-1	Security personnel trained in human rights policies or procedures	100%. SR - p. 57
Human Rights Assessment 2016	412-1	Operations that have been subject to human rights reviews or impact assessments	
	412-2	Employee training on human rights policies or procedures	100%. SR - p. 31
	412-3	Significant investment agreements arights clauses and contracts that include human or that underwent human rights screening	100%. SR - p. 31
Local Communities 2016	413-1	Operations with local community engagement, impact assessments, and development programs	SR - p. 26, 29
	413-2	Operations with significant actual and potential negative impacts on local communities	SR - p. 29

Note: SR: Sustainability report | AR: Annual Report | BRSR: BRSR section of AR | p: Page

## GRI Content Index

GRI Standard	Disclosure Number	Disclosure Title	Location
Supplier Assessment 2016	414-1	New suppliers that were screened using social criteria	None
Supplier Assessment 2016	414-2	Negative social impacts in the supply chain	None
Public Policy 2016	415-1	Political contributions	None
Marketing and Labeling 2016	417-3	Incidents of non-compliance concerning marketing communications	None
Customer Privacy 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	None. SR - p. 32

Note: SR: Sustainability report | AR: Annual Report | BRSR: BRSR section of AR | p: Page

### Notes:

- Methodologies, assumptions, conversion factors, etc. used in calculations (GHG, energy, water, waste management etc.) – no major changes and part of the assurance.
- Training on 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 is at 3.37%.
- None of our operations are complicit in child/forced/compulsory labour. Our contracts with suppliers include clauses rule out the same through supplier code of conduct.
- No human rights violation found in our organization or our value chain.
- We have no trade unions and no 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 w.r.t. social and economic areas.
- Zero substantiated complaints concerning breaches of customer privacy and losses of customer data in the year.
- No operations of ours has any negative impact on local communities.
- The GRI Standards content Index prepared as per GRI Universal Standards 2021. The KPI series on water performance and Occupational Health and Safety follow GRI Standards 2018 and Waste performance follow GRI Standards 2020



# Independent Assurance Statement

## Introduction

DNV Business Assurance India Private Limited ('DNV') has been commissioned by the management of LTIMindtree Limited ('the company' or 'LTIMindtree', Corporate Identification Number (CIN) L72900MH1996PLC104693) to undertake an independent assurance of LTIMindtree's Sustainability Report FY 2022-23 in its printed and online format ('the Report') for the reporting period 1<sup>st</sup> April 2022 - 31<sup>st</sup> March 2023. The sustainability disclosures in this Report have been prepared based on the material topics identified by LTIMindtree and related Topic Standards from the Global Reporting Initiative ('GRI') Sustainability Reporting Standards ('GRI Standards 2021').

The intended user of this assurance statement is the Management of LTIMindtree ('the Management'). Our assurance engagement was planned and carried out during May 2023 – July 2023, and we performed a limited level of assurance based on our assurance methodology VeriSustain<sup>TM</sup><sup>1</sup>.

## Responsibilities of the Management of LTIMindtree and of the Assurance Provider

The Management has the sole responsibility for the preparation of the Report and are responsible for all information disclosed in the Report as well as the processes for collecting, analyzing and reporting the information presented in the Report. LTIMindtree is also responsible for ensuring the maintenance and integrity of its website and any referenced disclosures on sustainability performance. In performing this assurance work, DNV's responsibility is to the Management of LTIMindtree; however, this statement represents our independent opinion and is intended to inform the outcome of the assurance to the stakeholders of LTIMindtree.

We provide a range of other services to LTIMindtree, none of which in our opinion, constitute a conflict of interest with this assurance work. Our assurance engagements are based on the assumption that the data and information provided by LTIMindtree to us as part of our review have been provided in good faith and are free from misstatements.

## Scope, Boundary and Limitations

The reporting scope and boundary encompasses environmental, social and governance performance of LTIMindtree's operations as brought out in the Report in the sections '*About the Report*', for the activities undertaken by LTIMindtree during the reporting period 1<sup>st</sup> April 2022 – 31<sup>st</sup> March 2023.

The assurance engagement considers an uncertainty of  $\pm 5\%$  based on materiality threshold for estimation/measurement errors and omissions. We did not engage with any external stakeholders as part of this assurance engagement.

During the assurance process, we did not come across limitations to the scope of the agreed assurance engagement. The reported data on economic performance, expenditure towards Corporate Social Responsibility (CSR) activities, and other financial data are based on audited financial statements issued by LTIMindtree's statutory auditors which is subject to a separate audit process. We were not involved in the review of financial information within the Report.

## Basis of our Opinion

As part of the assurance process, a multi-disciplinary team of sustainability specialists performed assurance work for selected sample sites of LTIMindtree. We adopted a risk-based approach, that is, we concentrated our assurance efforts on the issues of high material relevance to LTIMindtree's business and its key stakeholders. We undertook site level assessments covering sample locations within the boundary of reporting covering locations in India in line with DNV's onsite assessment methodology. We carried out the following activities:

<sup>1</sup> The VeriSustain protocol is based on the principles of various assurance standards including International Standard on Assurance Engagements 3000 (ISAE 3000) Revised (Assurance Engagements other than Audits or Reviews of Historical Financial Information) and the GRI Principles for Defining Report Content and Quality, international best practices in verification and our professional experience; and is available on request from [www.dnv.com](http://www.dnv.com)

Reviewed the approach to stakeholder engagement and materiality determination process and its outcomes as brought out in the Report.

Onsite assessment covering sum total of nineteen (19) LTIMindtree office locations across India in Mumbai, Pune, Hyderabad, Bengaluru, Chennai and Bhubaneswar.

Interviews with selected senior managers responsible for management of sustainability issues and review of selected evidence to support topics disclosed in the Report. We were free to choose interviewees and interviewed those with overall responsibility to deliver LTIMindtree's sustainability objectives.

Reviewed the process of reporting on Organizational Profile, Strategy, Ethics and Integrity, Governance, Stakeholder Engagement and Reporting Practices based on GRI 2: General Disclosures 2021.

Reviewed the performance disclosure of identified material topics and related GRI Standards; that is, carried out an assessment of the processes for gathering and consolidating performance data related to identified material topics and, for a sample, checked the processes of data consolidation to assess the Reliability and Accuracy of performance disclosures reported based on GRI 3: Material Topics 2021 and GRI's Topic Standards.

Verification of the data consolidation of reported performance disclosures in context to the Principle of Completeness as per VeriSustain for a limited level of verification.

An independent assessment of the Report against the requirements and principles of the GRI Standards.

## Opinion and Observations

Based on the verification undertaken, nothing has come to our attention to suggest that the Report together with referenced information does not properly describe LTIMindtree's adherence to the GRI Standards, including the GRI 2: General Disclosures 2021, GRI 3: Material Topics 2021 and the Topic Disclosures related to the following GRI Standards:

GRI 201: Economic Performance 2016	401-1, 401-2, 401-3;
201-1, 201-2, 201-3, 201-4;	GRI 403: Occupational Health and Safety 2018
GRI 202: Market Presence 2016	403-1, 403-2, 403-3, 403-4, 403-5, 403-6,
202-1, 202-2;	403-7, 403-8, 403-9, 403-10;
GRI 203: Indirect Economic Impacts 2016	GRI 404: Training and Education 2016
203-1, 203-2;	404-1, 404-2, 404-3;
GRI 204: Procurement Practices 2016	GRI 405: Diversity & Equal Opportunity 2016
204-1;	405-1, 405-2;
GRI 205: Anti-corruption 2016	GRI 406: Non-discrimination 2016
205-1, 205-2, 205-3;	406-1;
GRI 206: Anti-competitive behavior 2016	GRI 408: Child Labour 2016
206-1;	408-1;
GRI 302: Energy 2016	GRI 409: Forced and Compulsory Labour 2016
302-1, 302-3, 302-4;	409-1;
GRI 303: Water and Effluents 2018	GRI 410: Security Practices 2016
303-1, 303-2, 303-3, 303-4, 303-5;	410-1;
GRI 305: Emissions 2016	GRI 413: Local Communities 2016
305-1, 305-2, 305-3*, 305-4, 305-5, 305-6,	413-1, 413-2;
305-7;	GRI 414: Supplier Social Assessment 2016
GRI 306: Waste 2020	414-1, 414-2;
306-1, 306-2, 306-3, 306-4, 306-5;	GRI 418: Customer Privacy 2016
GRI 401: Employment 2016	418-1;

*Note: Scope 3 emissions (GRI 305-3) covers Fuel and Energy related activities, Waste generated in operations, Employee commuting, Freight and Business travel for the reporting year.*

## Observations

Without affecting our assurance opinion, we provide the following observations against the principles of VeriSustain:

### Materiality

*The process of determining the issues that is most relevant to an organization and its stakeholders.*

Further to the integration of Erstwhile Mindtree and Erstwhile LTI, the materiality determination process carried out in the current reporting period was reviewed to evaluate its adequacy. The Report brings out LTIMindtree's process for identification of material topics which involves external and internal factors to prioritize material topics. This process and related outcomes were reviewed to understand issues relevant to stakeholders over short term, medium term and long term. In our opinion, the Company does not miss out any known material topics related to its chosen reporting boundary. The eleven (11) material topics that has been identified as a result of this exercise are brought out in the Report.

***Nothing has come to our attention to suggest that the Report does not meet the requirements related to the Principle of Materiality.***

### **Stakeholder Inclusiveness**

*The participation of stakeholders in developing and achieving an accountable and strategic response to Sustainability.*

The Report brings out the engagement platforms and systems which have been established for identifying key stakeholder concerns and expectations. The Company has identified customers, employees, suppliers, communities & NGOs, investors & shareholders, academic institutions, industry bodies, government & regulatory bodies and media as its key stakeholder groups. The Company identifies and prioritizes its formal processes for engagement with its significant stakeholders based on significance of actual and potential impacts of the Company's activities, and these processes are brought out within the Report, along with the identified key topics and concerns of stakeholders.

***Nothing has come to our attention to suggest that the Report does not meet the requirements related to the Principle of Stakeholder Inclusiveness.***

### **Responsiveness**

*The extent to which an organization responds to stakeholder issues.*

The Report brings out the Company's responses to key material issues through descriptions of the Company's policies, strategies and management systems including key performance indicators for the identified material topics using selected GRI Topic Standards which are of relevance to the Company and its stakeholders.

***Nothing has come to our attention to believe that the Report does not meet the requirements related to the Principle of Responsiveness.***

### **Reliability**

*The accuracy and comparability of information presented in the report, as well as the quality of underlying data management systems.*

The Report brings out the methodology and approach related to qualitative and quantitative disclosures considering the principle of Reliability. Most data and information verified through assessments with the Company's Corporate Office and sampled sites were found to be accurate. Some of the data inaccuracies identified during the verification process were found to be attributable to transcription, interpretation, and aggregation errors. These identified errors were communicated and subsequently corrections made in the reported disclosures.

***Nothing has come to our attention to believe that the Report does not meet the principle of Reliability.***

### **Completeness**

*How much of all the information that has been identified as material to the organisation and its stakeholders is reported?*

The Report brings out disclosures related to LTIMindtree's sustainability performance considering the principle of Completeness and the chosen scope, boundary and time period of reporting. The Report articulates descriptions of the Company's policies and management approaches including key performance indicators for the identified material topics using selected GRI Topic Standards. As the reporting boundary for environmental performances covers only Indian operations, LTIMindtree may further strengthen its processes towards capturing and reporting information and data related to its global operations in future reporting periods.

***Nothing has come to our attention to suggest that the Report does not meet the Principle of Completeness with respect to scope, boundary and time.***



## Neutrality

The extent to which a report provides a balanced account of an organization's performance, delivered in a neutral tone.

The Report brings out sustainability issues, challenges, stakeholder concerns, and performance in a neutral tone, in terms of content and presentation, applying adequate consideration to not unduly influence stakeholders' opinions made based on the reported disclosures.

**Nothing has come to our attention to suggest that the Report does not meet the requirements related to the Principle of Neutrality.**

## Statement of Competence and Independence

DNV applies its own management standards and compliance policies for quality control, in accordance with ISO IEC 17021:2015 - Conformity Assessment Requirements for bodies providing audit and certification of management systems, and accordingly 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.

We have complied with the DNV Code of Conduct<sup>2</sup> during the assurance engagement and maintain independence as required by relevant ethical requirements including the ISAE 3000 (Revised) Code of Ethics as set out in VeriSustain. This engagement work was carried out by an independent team of sustainability assurance professionals. DNV was not involved in the preparation of any statements or data except for this Assurance Statement and the BRSR Assurance Statement. DNV maintains complete impartiality toward stakeholders interviewed during the verification process. We did not provide any services to LTIMindtree and its subsidiaries and joint ventures in the scope of assurance during 2023 that could compromise the independence or impartiality of our work.

For DNV Business Assurance India Private Limited

 Digitally signed by Aravind, Arun Date: 2023.07.07 12:38:27 +05'30'	 Digitally signed by Lankalapalli, Bhargav Date: 2023.07.07 12:42:31 +05'30'
Arun Aravind A Lead Verifier DNV Business Assurance India Private Limited, India.	Bhargav Lankalapalli Technical Reviewer DNV Business Assurance India Private Limited, India.

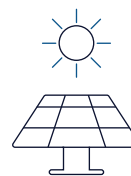
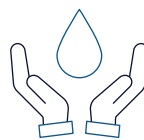
7<sup>th</sup> July 2023, Mumbai, India.

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DNV Business Assurance India Private Limited is part of DNV – Business Assurance, a global provider of certification, verification, assessment and training services, helping customers to build sustainable business performance. [www.dnv.com](http://www.dnv.com)

<sup>2</sup> The DNV Code of Conduct is available on request from [www.dnv.com](http://www.dnv.com)

## Glossary

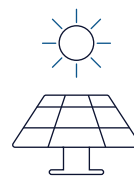
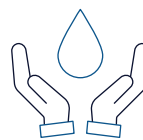
Acronym	Expansion
AGM	Annual General Meeting
AHU	Air Handling Unit
AI	Artificial Intelligence
APAC	Asia Pacific
APFC	Automatic Power Factor Control
AR	Annual Report
ASSOCHAM	The Associated Chambers of Commerce and Industry of India
BCIC	Bangalore Chamber of Commerce and Industry
BRSR	Business Responsibility & Sustainability Report
BSE	Bombay Stock Exchange
CAPEX	Capital Expenditure
CDP	Carbon Disclosure Project
CEO	Chief Executive Officer
CES	Customer Experience Survey
CFO	Chief Financial Officer
CII	Confederation of Indian Industry
CIN	Corporate Identity Number
CMMI	Capability Maturity Model Integration
CO <sub>2</sub> e	Carbon Dioxide equivalent
COC	Code Of Conduct
COP	Communication of Progress
CSR	Corporate Social Responsibility
DEI	Diversity, Equity & Inclusion
DG	Diesel Generator
EAC	Energy Attribute Certificate
EHS	Environmental, Health & Safety
EMS	Environment Management System





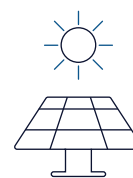
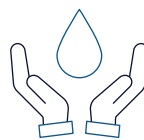
## Glossary

Acronym	Expansion
EPA	Environmental Protection Agency
ERM	Enterprise Risk Management
ESG	Environmental, Social and Governance
EVA	Economic Value Added
FY	Financial Year
GHG	Green House Gases
GRI	Global Reporting Initiative
HFC	Hydro Fluro Carbon
HIRA	Hazard Identification Risk Assessment
IG	Industry Group
IIRC	International Integrated Reporting Council
IOT	Internet of Things
ISAE	International Standard on Assurance Engagements
ISO	International Organization for Standardization
IT	Information Technology
KL	Kilo Litres
KPI	Key Performance Indicator
KVA	Kilovolt Amperes
LED	Light-emitting Diode
MD	Managing Director
MSME	Micro, Small & Medium Enterprises
NASSCOM	National Association of Software and Services Companies
NGO	Non-Governmental Organization
NGRBC	National Guidelines on Responsible Business Conduct
NOx	Oxides of Nitrogen



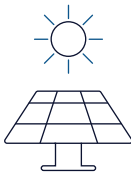
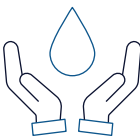
## Glossary

Acronym	Expansion
NSE	National Stock Exchange of India
NVG-SEERB	National Voluntary Guidelines on Social, Environmental and Economic Responsibility of Business
OHS	Occupational Health and Safety
OHSAS	Occupational Health & Safety Assessment Sequence
OHSMS	Occupational Health and Safety Management Systems
PIT	Prevention of Insider Trading
PO	Purchase Order
POSH	Prevention of Sexual Harassment
PPA	Power Purchase Agreements
PwD	People with Disabilities
QBR	Quarterly Business Review
R&R	Recognition and Rewards
RE	Renewable Energy
RFI	Request for information
RFP	Request for proposal
RnR	Rewards and Recognitions
ROW	Rest Of World
SBTi	Science Based Targets initiative
DG	Sustainable Developmental Goal
SL	Service Line
SOx	Oxides of Sulfur
SPCB	State Pollution Control Board
SPM	Suspended Particulate Matter
STPI	Software Technology Park of India
UNGC	United Nations Global Compact
UPS	Uninterruptible Power Supply/Source
VFD	Variable Frequency Drive
VOC	Volatile Organic Compounds
WBCSD	World Business Council for Sustainable Development)
WOW	Well-being Out of Waste
WRI	World Resource Institute



# Notes

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Report Development & Design: Developmatrix Consulting

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