

## Business Responsibility & Sustainability Report

### SECTION A: GENERAL DISCLOSURES

#### I. Details of the listed entity

1. **Corporate Identity Number (CIN) of the Listed Entity:** L72900MH1996PLC104693
2. **Name of the Listed Entity:** LTIMindtree Limited
3. **Year of incorporation:** 23 December 1996
4. **Registered office address:** L&T House, Ballard Estate, Mumbai - 400001, Maharashtra, India
5. **Corporate address:** Technology Tower 1, Gate No. 5, Saki Vihar Road, Powai, Mumbai - 400 072
6. **E-mail:** [sustainability@ltimindtree.com](mailto:sustainability@ltimindtree.com)
7. **Telephone:** +91 22 6776 6776
8. **Website:** <https://www.ltimindtree.com/>
9. **Financial year for which reporting is being done:** FY 2024-25 (01 April 2024 – 31 March 2025)
10. **Name of the Stock Exchange(s) where shares are listed:** National Stock Exchange of India Limited (NSE) (Stock Symbol: LTIM) and BSE Limited (Stock Code: 540005)
11. **Paid-up Capital:** The paid-up equity share capital of LTIMindtree Limited as on March 31, 2025, is INR 296.28 Million comprising 296,285,542 equity shares (Includes 12,621 treasury shares held by LTIMindtree Employee Welfare Trust) of face value of INR 1/- each.
12. **Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report:**

| S. No. | Particulars      | Details  |
|--------|------------------|--|
| 1.     | Name             | Archana Sahay  |
| 2.     | Designation      | Global Head – ESG and CSR  |
| 3.     | Telephone Number | +91 80 67064000  |
| 4.     | Email ID         | <a href="mailto:Archana.Sahay@ltimindtree.com">Archana.Sahay@ltimindtree.com</a> |

13. **Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e., only for the entity) or on a consolidated basis (i.e., for the entity and all the entities which form a part of its consolidated financial statements, taken together):**

The disclosures in this report pertain to LTIMindtree Limited ("LTIMindtree") on a consolidated basis. Environmental data is based on the operational control approach and focuses on our India operations as most of our workforce and environmental impact are located there. The social, governance, and economic categories include global entities.

14. **Name of assurance provider:**

TUV India Private Limited has verified the data in this BRSR in accordance with SEBI guidance and GRI Universal Standards 2021, as detailed in their Assurance Statement, which defines the scope and basis of the assurance. The relevant sections of this report detail the data measurement techniques and calculation methods used. LTIMindtree and the independent assurance agency find no significant deviations from SEBI Guidance, GRI Universal Standards 2021 Indicator Protocols, or other global reporting frameworks. The scope and boundaries are discussed in the previous question. Additional supporting data has been reviewed by relevant third-party assurers as part of the ISO and financial audit process.

15. **Type of assurance obtained:**

- Reasonable Level of assurance for BRSR 9 Core Attributes (Ref: Annexure I of SEBI circular); and
- Limited Level of assurance for BRSR Comprehensive indicators (Ref: Annexure II of SEBI circular)

## II. Products/Services

### 16. Details of business activities (accounting for 90% of the turnover):

| S. No. | Description of Main Activity           | Description of Business Activity   | % Of Turnover of the entity |
|--------|--|--|-----------------------------|
| 1.     | Information and communication (J6, J8) | Computer programming, consultancy, and related activities & other information & communication service activities, IT software, services, and related activities. | 100%                        |

### 17. Products/Services sold by the entity (accounting for 90% of the entity's turnover):

| S. No. | Product/Service   | NIC Code                                    | % Of Total Turnover contributed |
|--------|---|---|---------------------------------|
| 1.     | IT and IT-enabled services including digital transformation services, enterprise solutions, technology consulting, IT consulting, application development and maintenance, business operations services and platforms, among others, are the predominant services which account for the entity's turnover | 62099, 892 (1987 NIC Code) & 620 (NIC Code) | 100%                            |

## III. Operations

### 18. Number of locations where plants and/or operations/offices of the entity are situated:

| Locations     | Number of plants | Number of offices | Total |
|---------------|------------------|-------------------|-------|
| National      | Not Applicable*  | 42                | 42    |
| International | Not Applicable*  | 75                | 75    |

\*As LTIMindtree is an IT Services Company, we do not have any manufacturing plants. For more information, refer to Global presence section.

### 19. Markets served by the entity:

#### a. Number of locations

| Locations                        | Number |
|----------------------------------|--------|
| National (No. of States)         | 9      |
| International (No. of Countries) | 40     |

- **LTIMindtree has business activities in 9 National locations** – Delhi, Karnataka, Madhya Pradesh, Maharashtra, Odisha, Tamil Nadu, Telangana, Uttar Pradesh, West Bengal.
- **LTIMindtree has business activities in 40 International locations** – Australia, Belgium, Brazil, Canada, China, Costa Rica, Cyprus, Czech Republic, Denmark, Finland, France, Germany, Greece, Hungary, Italy, Japan, Kenya, Luxembourg, Malaysia, Mexico, Morocco, Netherlands, Norway, Philippines, Poland, Qatar, Republic of Ireland, Romania, Saudi Arabia, Singapore, South Africa, South Korea, Spain, Sweden, Switzerland, Taiwan, Thailand, UAE, UK, USA.

#### b. What is the contribution of exports as a percentage of the total turnover of the entity?

The contribution of exports as a percentage of total turnover of LTIMindtree is 95%.

#### c. A brief on types of customers:

LTIMindtree works in partnerships with leading corporations across the globe, frequently including Fortune 1000 and Global 2000 companies, along with organizations in the public sector. Please refer to this annual report for more details.

## IV. Employees

All employees at LTIMindtree are classified as either Permanent or Other than Permanent, with no categorization as 'Workers'. Hence the category of 'Workers' is not applicable.

Recognizing that gender is not strictly binary, some individuals may prefer to opt out of traditional male/female identification and select 'Others'. This inclusive category encompasses individuals who identify as non-binary, gender-fluid, transgender, or any other gender identity beyond the binary norm.

### 20. Details as at the end of Financial Year:

#### a. Employees (including differently abled):

| S. No. Particulars |                          | Total  | Male    |         | Female  |         | Others  |         |
|--------------------|--------------------------|--------|---------|---------|---------|---------|---------|---------|
|                    |                          | (A)    | No. (B) | % (B/A) | No. (C) | % (C/A) | No. (D) | % (D/A) |
| EMPLOYEES          |                          |        |         |         |         |         |         |         |
| 1.                 | Permanent (E)            | 84,307 | 58,661  | 69.58%  | 25,606  | 30.37%  | 40      | 0.05%   |
| 2.                 | Other than Permanent (F) | 3,782  | 2,614   | 69.12%  | 919     | 24.30%  | 249     | 6.58%   |
| 3.                 | Total employees (E + F)  | 88,089 | 61,275  | 69.56%  | 26,525  | 30.11%  | 289     | 0.33%   |

#### b. Differently abled Employees:

| S. No. Particulars          |                          | Total | Male    |         | Female  |         | Others  |         |
|-----------------------------|--------------------------|-------|---------|---------|---------|---------|---------|---------|
|                             |                          | (A)   | No. (B) | % (B/A) | No. (C) | % (C/A) | No. (D) | % (D/A) |
| DIFFERENTLY ABLED EMPLOYEES |                          |       |         |         |         |         |         |         |
| 1.                          | Permanent (E)            | 61    | 50      | 81.97%  | 11      | 18.03%  | 0       | 0.00%   |
| 2.                          | Other than Permanent (F) | 3     | 3       | 100.00% | 0       | 0.00%   | 0       | 0.00%   |
| 3.                          | Total employees (E + F)  | 64    | 53      | 82.81%  | 11      | 17.19%  | 0       | 0.00%   |

### 21. Participation/Inclusion/Representation of women

| S. No. | Particulars              | Total | No. and percentage of Females |         |
|--------|--------------------------|-------|-------------------------------|---------|
|        |                          | (A)   | No. (B)                       | % (B/A) |
| 1.     | Board of Directors       | 11    | 1                             | 9.09%   |
| 2.     | Key Management Personnel | 2     | 1                             | 50%     |

Note:

- CEO & MD and two Whole-time Directors are included in the Board of Directors (BODs).
- Key Management Personnel (KMP) includes Chief Financial Officer (CFO) and Company Secretary (CS).

### 22. Turnover rate for permanent employees

|                     | FY 2024-25 |        |        |        | FY 2023-24 |        |        |        | FY 2022-23 |        |        |        |
|---------------------|------------|--------|--------|--------|------------|--------|--------|--------|------------|--------|--------|--------|
|                     | Male       | Female | Others | Total  | Male       | Female | Others | Total  | Male       | Female | Others | Total  |
| Permanent Employees | 14.06%     | 15.03% | 9.65%  | 14.35% | 14.21%     | 14.98% | 11.54% | 14.45% | 20.10%     | 20.30% | 8.70%  | 20.20% |

Note: The above table considers voluntary attrition

## V. Holding, Subsidiary and Associate Companies (including joint ventures)

### 23. (a) Names of holding/subsidiary/associate companies/joint ventures

| S. No. | Name of the holding/subsidiary/associate companies/joint ventures (A)         | Indicate whether holding/ Subsidiary/ Associate/Joint Venture | % of shares held by listed entity | Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No) |
|--------|---|---|-----------------------------------|--|
| 1.     | LTIMindtree Canada Limited  | Subsidiary  | 100                               | Yes  |
| 2.     | LTIMindtree GmbH  | Subsidiary  | 100                               | Yes  |
| 3.     | LTIMindtree LLC <sup>1</sup>  | Subsidiary  | 100                               | Yes  |
| 4.     | LTIMindtree Financial Services Technologies Inc.                              | Subsidiary  | 69.58                             | Yes  |
| 5.     | LTIMindtree South Africa (Pty) Ltd.   | Subsidiary  | 100                               | Yes  |
| 6.     | LTIMindtree Information Technology Services (Shanghai) Co. Limited            | Subsidiary  | 100                               | Yes  |
| 7.     | LTIMindtree Spain, S.L  | Subsidiary  | 100                               | Yes  |
| 8.     | LTIMindtree S.De. RL.De. C.V  | Subsidiary  | 100                               | Yes  |
| 9.     | LTIMindtree Norge AS  | Subsidiary  | 100                               | Yes  |
| 10.    | LTIMindtree Middle East FZ-LLC  | Subsidiary  | 100                               | Yes  |
| 11.    | LTIMindtree UK Limited  | Subsidiary  | 100                               | Yes  |
| 12.    | LTIMindtree Consulting Brazil Ltda <sup>2</sup>                               | Subsidiary  | 100                               | Yes  |
| 13.    | LTIMindtree S.A.  | Subsidiary  | 100                               | Yes  |
| 14.    | Syncordis SARL, France <sup>3</sup>   | Subsidiary  | 100                               | Yes  |
| 15.    | Syncordis Limited, UK <sup>4</sup>  | Subsidiary  | 100                               | Yes  |
| 16.    | LTIMindtree PSF SA  | Subsidiary  | 100                               | Yes  |
| 17.    | Nielsen + Partner Unternehmensberater GmbH <sup>5</sup>                       | Subsidiary  | 100                               | Yes  |
| 18.    | LTIMindtree Switzerland AG  | Subsidiary  | 100                               | Yes  |
| 19.    | Nielsen + Partner PTE Limited   | Subsidiary  | 100                               | Yes  |
| 20.    | Nielsen & Partner Pty Limited <sup>6</sup>                                    | Subsidiary  | 100                               | Yes  |
| 21.    | LTIMindtree (Thailand) Limited  | Subsidiary  | 100                               | Yes  |
| 22.    | LTIMindtree USA Inc.  | Subsidiary  | 100                               | Yes  |
| 23.    | LTIM Aramco Digital Solutions for Information Technology Company <sup>7</sup> | Joint Venture   | 51                                | Yes  |

<sup>1</sup> Dissolved w.e.f. January 21, 2025

<sup>2</sup> Incorporated on September 26, 2024

<sup>3</sup> Dissolved w.e.f. November 29, 2024

<sup>4</sup> Under liquidation as on March 31, 2025

<sup>5</sup> Merged with LTIMindtree GmbH w.e.f. October 2, 2024

<sup>6</sup> Dissolved w.e.f. October 23, 2024

<sup>7</sup> Incorporated on November 22, 2024

## VI. CSR Details

**24. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No):** Yes

**(ii) Turnover:** INR 380,081 Million

**(iii) Net worth:** INR 218,341 Million (Standalone); INR 227,115 Million (Consolidated)

**(iv) CSR threshold limit:** INR 928 Million

**(v) CSR spend:** INR 928 Million

## VII. Transparency and Disclosures Compliances

### 25. Complaints/Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct:

| Stakeholder group from whom complaint is received | Grievance Redressal Mechanism in place (Yes/No) (If yes, then provide web-link for grievance redress policy)  | FY 2024-25                                 |  |   | FY 2023-24                                 |  |   |
|---|---|--|--|---|--|--|---|
|   |   | Number of complaints filed during the year | Number of complaints pending resolution at close of the year | Remarks   | Number of complaints filed during the year | Number of complaints pending resolution at close of the year | Remarks   |
| Communities                                       | Yes. The CSR team makes frequent field visits, discusses any issues directly with the beneficiaries, and with NGO partners via Grievance Redressal Committee, and takes corrective and preventive actions.  | Nil  | Nil  | Nil   | Nil  | Nil  | Nil   |
| Investors* (other than shareholders)              | Not Applicable  | Not Applicable                             | Not Applicable   | Not Applicable  | Not Applicable                             | Not Applicable   | Not Applicable  |
| Shareholders                                      | Yes. As per SEBI Listing Regulations, we have a designated e-mail ID, <a href="mailto:investor@ltimindtree.com">investor@ltimindtree.com</a> and centralized web-based complaints redressal system.   | 29   | Nil  | All complaints received during the year were suitably addressed and closed.                               | 15   | Nil  | A total of 17 complaints were resolved during the year, which includes two complaints from the previous year. |
| Employees   | Yes. Grievance Redressal Mechanism is in place. Web link of the Grievance Redressal Policy: <a href="https://www.ltimindtree.com/wp-content/uploads/2023/07/Grievance-Redressal-Policy.pdf?pdf=download">https://www.ltimindtree.com/wp-content/uploads/2023/07/Grievance-Redressal-Policy.pdf?pdf=download</a> | 134  | 2  | A total of 132 cases were resolved during the year. 2 cases are currently being reviewed and in progress. | 54   | Nil  | Nil   |
| Customers   | Yes. Escalation mechanisms are defined in individual client contracts and escalation matrix is provided with various modes including tool-based system. We obtain ongoing, project based and annual feedback from our customers.  | Nil  | Nil  | Nil   | Nil  | Nil  | Nil   |
| Value Chain Partners                              | Yes, <a href="https://www.ltimindtree.com/wp-content/uploads/2023/11/Whistleblower-Policy.pdf?pdf=download">https://www.ltimindtree.com/wp-content/uploads/2023/11/Whistleblower-Policy.pdf?pdf=download</a>  | Nil  | Nil  | Nil   | Nil  | Nil  | Nil   |
| Other (please specify) **                         | Not Applicable  | Not Applicable                             | Not Applicable   | Not Applicable  | Not Applicable                             | Not Applicable   | Not Applicable  |

Note:

\* The Company has only one category of Investor - Equity shareholder. Hence Investors (other than shareholders) is not applicable.

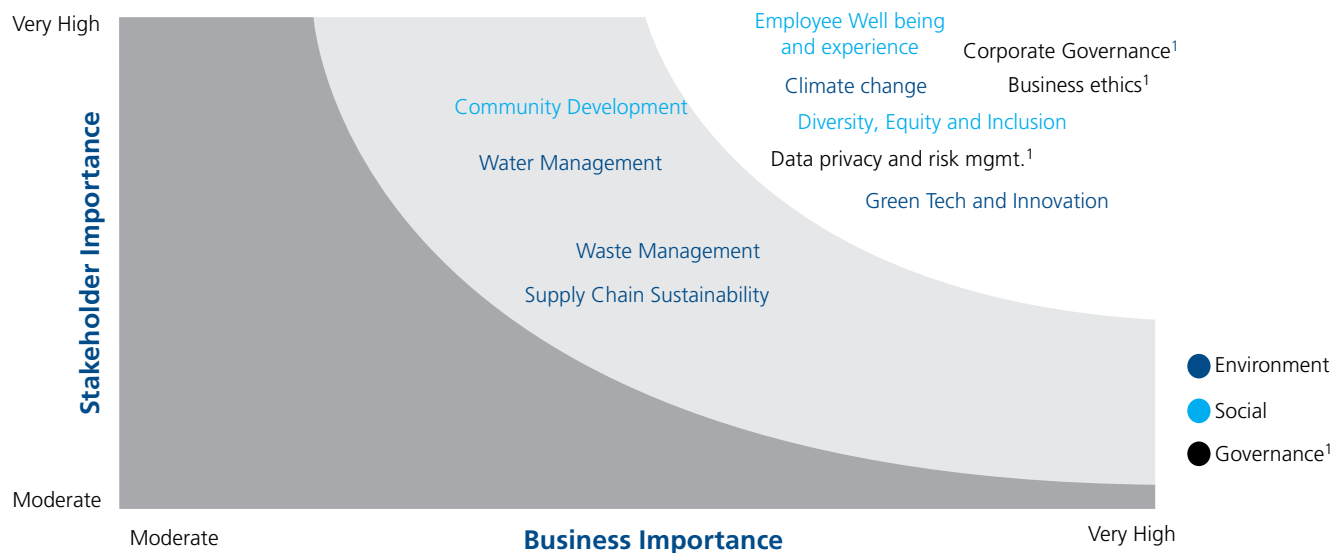
\*\*We do not have any other stakeholder group from whom complaints are received.

The Business Responsibility policies guiding LTIMindtree's conduct with all its stakeholders, including grievance mechanism are available at <https://www.ltimindtree.com/investors/corporate-governance/>

## 26. Overview of the entity's material responsible business conduct issues

Please indicate material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same, approach to adapt or mitigate the risk along-with its financial implications, as per the following format:

### LTIMindtree's ESG Materiality Matrix



<sup>1</sup>. Ongoing; significant progress made and needs to continue

| S. No. | Material Issue Identified             | Indicate whether risk or opportunity (R/O)  | Rationale for identifying the risk/opportunity   | In case of risk, approach to adapt or mitigate  | Financial implications of the risk or opportunity (Indicate positive or negative implications)  |
|--------|---------------------------------------|---|--|---|---|
| 1.     | <b>Environment:</b><br>Climate Change | <b>Risk (R) &amp; Opportunity (O)</b><br><b>Risk:</b> <ul style="list-style-type: none"> <li>Extreme weather events due to climate change pose threats to human safety and can cause strategic, physical, and transitional risks to our business operations.</li> <li>Rising temperatures and natural hazards could increase operational costs and affect income due to health concerns, energy consumption, and HVAC use.</li> </ul> <b>Opportunity:</b> <ul style="list-style-type: none"> <li>As enterprises strive to minimize their carbon footprint and meet the increasing demand for eco-friendly products and services, new business opportunities arise. By offering technology-driven solutions, LTIMindtree can assist these companies in achieving their sustainability goals.</li> <li>To proactively identify and leverage climate change opportunities, all our centers have climate-controlled environments and customized business continuity/crisis management plans to minimize disruptions.</li> </ul> | <b>Risk:</b> <ul style="list-style-type: none"> <li>Extreme weather events due to climate change pose threats to human safety and can cause strategic, physical, and transitional risks to our business operations.</li> <li>Rising temperatures and natural hazards could increase operational costs and affect income due to health concerns, energy consumption, and HVAC use.</li> </ul> <b>Opportunity:</b> <ul style="list-style-type: none"> <li>As enterprises strive to minimize their carbon footprint and meet the increasing demand for eco-friendly products and services, new business opportunities arise. By offering technology-driven solutions, LTIMindtree can assist these companies in achieving their sustainability goals.</li> <li>To proactively identify and leverage climate change opportunities, all our centers have climate-controlled environments and customized business continuity/crisis management plans to minimize disruptions.</li> </ul> | LTIMindtree is dedicated to minimizing its climate impact and becoming a climate-resilient organization through an exhaustive strategy that includes energy efficiency, renewable energy, water stewardship, and climate risk assessment.<br><b>Climate Risk Management:</b> <ul style="list-style-type: none"> <li>LTIMindtree assessed vulnerability risks using Climate Scenario Analysis, and Biodiversity Assessment for its Indian and overseas campuses.</li> <li>Our aim is to boost renewable energy use to meet demand without exacerbating climate change.</li> <li>Strong business continuity plans are in place and tested periodically, to handle disruptions and protect employees, partners, and stakeholders.</li> </ul> <b>Emissions Reduction:</b> <ul style="list-style-type: none"> <li>Committed to managing and mitigating climate change risks through a thoughtful approach. Efforts have been continuously made to phase out ozone-depleting pollutants and reduce carbon emissions by improving energy efficiency and transitioning to renewable energy sources and reducing waste generation and aiming to recycle ~100% of waste.</li> </ul> <b>Energy Efficiency:</b> <ul style="list-style-type: none"> <li>To reduce the carbon footprint, all owned facilities adhere to green building standards and aim for LEED IGBC Platinum certification.</li> <li>Targeted initiatives to reduce specific and absolute energy consumption.</li> <li>Integrated third-party wheeling energy and in-house solar power systems across facilities.</li> <li>Initiatives include installing energy-efficient equipment, optimizing UPS and HVAC units, implementation of effective monitoring system and operational controls and leveraging renewable resources.</li> </ul> | <b>Negative:</b> <ul style="list-style-type: none"> <li>Failure to address climate change could disrupt LTIMindtree's operations including infrastructural vulnerabilities and equipment damage.</li> <li>These risks carry two main financial burdens: higher operational costs due to climate change impacts and missed opportunities, potentially leading to revenue loss in the business environment.</li> <li>Additionally, compliance with environmental regulations can further escalate operating expenses.</li> </ul> <b>Positive:</b> <ul style="list-style-type: none"> <li>We are diligently implementing a range of initiatives across our facilities to reduce greenhouse gas emissions and energy consumption.</li> <li>We seize the opportunity to boost our organization's resilience by leveraging our expertise in sustainability, low-carbon transition, and digital/IT.</li> <li>By proactively adopting frameworks like Taskforce on Nature-related Financial Disclosures (TNFD), we position ourselves ahead of compliance regulations, ensuring we are not just compliant but also industry leaders. This forward-thinking strategy allows us to anticipate changes, mitigate risks, and capitalize on emerging trends, ultimately contributing to our clients' and organization's growth.</li> </ul> |

| 5. Material Issue Identified                 | Indicate whether risk or opportunity (R/O) | Rationale for identifying the risk/opportunity (R/O)  | In case of risk, approach to adapt or mitigate   | Financial implications of the risk or opportunity (Indicate positive or negative implications)  |
|--|--|---|--|---|
|  |  |   |  |   |
| 2. Social: Employee Wellbeing and Experience | Risk (R) & Opportunity (O)                 | <p><b>Risk:</b></p> <ul style="list-style-type: none"> <li>Shortage of multi-skilled talent in the market, driven by rapid technological advancements, can threaten LTIMindtree's competitiveness.</li> <li>Failing to provide a safe and inclusive workspace can negatively impact employee morale, productivity, and the company's reputation, while also hindering efforts to attract and retain talent.</li> <li>Higher attrition and losing talent have an impact on customer relations, execution, loss of institutional knowledge and increased costs.</li> </ul> <p><b>Opportunity:</b></p> <ul style="list-style-type: none"> <li>LTIMindtree integrates wellness facilities across its locations to attract and retain top talent, boosting employee satisfaction, productivity, and innovation, thereby maintaining a competitive edge.</li> <li>By continuously monitoring the evolving job market, we ensure our strategies remain ahead of the curve, establishing us as the 'Employer of Choice' for both new talent and seasoned professionals.</li> <li>LTIMindtree prioritizes employee wellbeing by investing in career development and fostering a supportive work environment, ensuring employees have the skills to meet industry demands.</li> </ul> | <p><b>Learning and Development:</b></p> <ul style="list-style-type: none"> <li>LTIMindtree implements skill enhancement programs covering technical skills, industry knowledge, and emerging tech trends. The Shoshin School fosters continuous growth, empowering the workforce to navigate the dynamic business landscape.</li> <li>The Ignite and Orchard programs, part of the Shoshin School, accelerate project readiness for campus recruits and college graduates. The Learning Promenade and Recharge initiatives promote continuous learning and innovation, enriching employee skills and driving transformative impact.</li> <li>LTIMindtree provides Generative AI training to employees, enhancing their skills and capabilities while ensuring we stay updated with market trends. This investment not only boosts individual growth but also strengthens our overall expertise, aligned to organizational strategy.</li> <li>Strong assessment methods identify areas for improvement, enabling tailored training programs to align with evolving workforce and client needs.</li> </ul> <p><b>Wellbeing:</b></p> <ul style="list-style-type: none"> <li>Organizational mindset is shaped by a strong participatory leadership culture and practices, fostering a positive work environment through decentralized decision-making, collaboration, transparency, and employee empowerment.</li> <li>Our Total Wellbeing initiative aims to support employees in managing their work-life balance through four key pillars: physical, emotional, financial, and social wellbeing. Programs are regularly implemented across these pillars to enhance employee engagement and satisfaction.</li> </ul> <p><b>Employee Retention:</b></p> <ul style="list-style-type: none"> <li>Assured Engagement Framework with enhanced focus on Rewards and Recognitions.</li> <li>Holistic Career Management through defined career paths for growth and upskilling.</li> <li>Leadership development program – Customized and standardized.</li> <li>Balanced Workplace flexibility.</li> <li>Differentiated employee value proposition.</li> <li>Engaging campus involvement programs.</li> <li>Opportunity vs. Aspiration matrix is implemented via Talent Central.</li> </ul> | <p><b>Negative:</b></p> <ul style="list-style-type: none"> <li>Financial implications include missed growth opportunities and losses due to talent shortages. Incidents that harm the organization's reputation can lead to lost opportunities.</li> <li>Additionally, ongoing challenges in aligning talent with evolving technological landscapes raise concerns in a competitive environment.</li> </ul> <p><b>Positive:</b></p> <ul style="list-style-type: none"> <li>We leverage our technological expertise to continuously monitor skill development outcomes and improve upskilling and reskilling processes, thereby enhancing our talent pool.</li> <li>Aligning employee skills with industry and business needs supports our organizational growth strategy.</li> <li>Committed to upskilling talent in line with evolving market demands, business requirements, and our growth vision.</li> <li>Providing opportunities for employees to address real business challenges increases satisfaction and retention.</li> <li>Fostering a supportive workplace environment enhances employee dedication, leading to measurable financial gains through improved performance.</li> </ul> |
|  |  |   |  |   |



| S. No. | Material Issue Identified                  | Indicate whether risk or opportunity (R/O) | Rationale for identifying the risk/opportunity adapt or mitigate   | In case of risk, approach to adapt or mitigate  | Financial implications of the risk or opportunity (Indicate positive or negative implications)  |
|--------|--|--|--|---|---|
| 3.     | <b>Social:</b><br>Community Development    | Risk (R) & Opportunity (O)                 | <p><b>Risk:</b></p> <ul style="list-style-type: none"> <li>Failure to meet CSR goals can hinder the development of communities and compliance with regulatory requirements.</li> </ul> <p><b>Opportunity:</b></p> <ul style="list-style-type: none"> <li>Addressing community needs and supporting government initiatives can result in positive outcomes for both communities and businesses. Additionally, investing in social infrastructure to drive social change provides numerous direct and indirect economic advantages.</li> </ul>   | <ul style="list-style-type: none"> <li>We partner with a network of NGOs across various regions to promote social transformation through integrated models of sustainable change. Additionally, we establish systematic due diligence and employ evaluation processes to guarantee strategic investments in appropriate projects and areas.</li> </ul>  | <p><b>Negative:</b></p> <ul style="list-style-type: none"> <li>Strained relationships with communities can obstruct LTIMindtree's plans for long-term value creation.</li> </ul> <p><b>Positive</b></p> <ul style="list-style-type: none"> <li>By implementing CSR projects, we can enhance public trust while achieving our goal of empowering businesses and communities to thrive in an interconnected world.</li> </ul>   |
| 4.     | <b>Governance:</b><br>Corporate Governance | Risk (R) & Opportunity (O)                 | <p><b>Risk:</b></p> <ul style="list-style-type: none"> <li>Governance and the associated risks of integrity and transparency are increasingly relevant with heightened demand from stakeholders and regulatory bodies across geographies of our operations.</li> <li>Failure in transparent and timely reporting may lead to non-compliance and reputational loss with the stakeholders.</li> </ul> <p><b>Opportunity</b></p> <ul style="list-style-type: none"> <li>With focus on ethics and integrity, we mitigate legal and compliance risks.</li> <li>Our robust corporate governance practices promote the highest level of integrity, transparency, accountability, and stakeholder responsibilities.</li> </ul> | <ul style="list-style-type: none"> <li>At LTIMindtree, we place 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.</li> <li>Our Code of Conduct guides all our business interactions, covering human rights, governance on POSH, whistleblower policy, and grievance resolution processes.</li> <li>We educate and train employees to uphold human rights principles and policies.</li> <li>The Board oversees governance, including ESG aspects advocating for surpassing regulatory standards.</li> <li>We also ensure responsible and ethical business practices in our supply chain by enforcing our Supplier Code of Conduct that eliminates discrimination, child labor, and forced labor etc., which partners must agree before onboarding. As a responsible corporate citizen, LTIMindtree publishes various disclosures in accordance with national and global frameworks and standards transparently and accountably.</li> </ul> | <p><b>Negatives:</b></p> <ul style="list-style-type: none"> <li>Non-Compliance with Governance and transparent reporting may attract legal liabilities and impact on Brand image.</li> </ul> <p><b>Positive:</b></p> <ul style="list-style-type: none"> <li>Our highest level of ethical governance and standards enhanced our external stakeholders' trust and our brand reputation.</li> <li>Adherence to stringent governance practices ensures compliance with emerging regulations, improves our financial benefits by avoiding fines and penalties attracting investors confidence. Enhanced customer loyalty and reduced employee turnover are the other outcomes that boost sustainable growth and profitability.</li> <li>Our transparent and accountable approach to governance, disclosures, and compliance goes beyond regulatory requirements, guiding our operations and business decisions. This commitment has earned us industry-leading ESG rankings and assessments, significantly enhancing our organization's sustainability brand and adding value for all stakeholders.</li> </ul> |

Note: For more details, please refer the "Risk Management" section of this Integrated Annual Report.

## SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

This section is aimed at helping businesses demonstrate the structures, policies, and processes that are in place for adopting the NGRBC principles and core elements.

The National Voluntary Guidelines on Social, Environmental and Economic Responsibilities of Business (NVGs), released by the Ministry of Corporate Affairs, adopted nine areas of business responsibility as follows:

| Principle | Description  |
|-----------|--|
| P1        | Businesses should conduct and govern with integrity, ethics, transparency, and accountability.             |
| P2        | Businesses should provide goods and services in a manner that is sustainable and safe.                     |
| P3        | Businesses should respect and promote the well-being of all employees, including those in the value chain. |
| P4        | Businesses should respect the interests of and be responsive to all the stakeholders.                      |
| P5        | Businesses should respect and promote human rights.  |
| P6        | Businesses should respect, protect, and make efforts to restore the environment.                           |
| P7        | Businesses should engage in influencing public and regulatory policy responsibly and transparently.        |
| P8        | Businesses should promote inclusive growth and equitable development.                                      |
| P9        | Businesses should engage with and provide value to their consumers in a responsible manner.                |

| Disclosure Questions   | P1<br>Ethics &<br>Transparency | P2<br>Service<br>responsibility | P3<br>Human<br>Resources | P4<br>Responsive to<br>Stakeholders | P5<br>Human<br>Rights | P6<br>Restore<br>environment | P7<br>Public<br>Policy<br>Advocacy | P8<br>Inclusive<br>growth | P9<br>Customer<br>Engagement |
|--|--------------------------------|---------------------------------|--------------------------|-------------------------------------|-----------------------|------------------------------|------------------------------------|---------------------------|------------------------------|
| <b>Policy and management processes</b>   |                                |                                 |                          |                                     |                       |                              |                                    |                           |                              |
| 1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No) | Y                              | Y                               | Y                        | Y                                   | Y                     | Y                            | Y                                  | Y                         | Y                            |
| b. Has the policy been approved by the Board? (Yes/No)   | Y                              | Y                               | Y                        | Y                                   | Y                     | Y                            | Y                                  | Y                         | Y                            |
| c. Web link of the policies, if available  | Y                              | Y                               | Y                        | Y                                   | Y                     | Y                            | Y                                  | Y                         | Y                            |

### Principle 1

1. Integrity Policy - <https://www.ltimindtree.com/wp-content/uploads/2023/05/LTIMindtree-Integrity-Policy.pdf?pdf=download>
2. Whistleblower Policy - <https://www.ltimindtree.com/wp-content/uploads/2023/02/Whistle-Blower-Policy.pdf?pdf=download>
3. Code of Conduct - <https://www.ltimindtree.com/wp-content/uploads/2024/06/Employee-Code-of-Conduct.pdf?pdf=download>
4. Anti-Bribery and Anti-Corruption Policy - <https://www.ltimindtree.com/wp-content/uploads/2022/11/Anti-Bribery-and-Anti-Corruption-Policy.pdf?pdf=download>
5. Global Anti-Trust and Competition Policy - <https://www.ltimindtree.com/wp-content/uploads/2023/12/Anti-Trust-and-Competition-Policy.pdf?pdf=download>
6. Anti Money Laundering Policy - <https://www.ltimindtree.com/wp-content/uploads/2023/05/Anti-Money-Laundering-Policy.pdf?pdf=download>

### Principle 2

1. ESG Policy - <https://www.ltimindtree.com/wp-content/uploads/2023/06/LTIMindtree-ESG-Policy.pdf?pdf=download>
2. Environmental, Health and Safety Policy - <https://www.ltimindtree.com/wp-content/uploads/2021/05/Corporate-Environmental-Health-and-Safety-Policy.pdf?pdf=download>
3. Supplier Code of Conduct - <https://www.ltimindtree.com/wp-content/uploads/2022/12/LTIMindtree-Supplier-Code-Of-Conduct.pdf?pdf=download>

### Principle 3

1. Equal Opportunity Policy- <https://www.ltimindtree.com/wp-content/uploads/2022/11/Equal-Opportunity-Policy-.pdf?pdf=download>
2. Diversity Equity and Inclusion Policy - <https://www.ltimindtree.com/wp-content/uploads/2023/06/Diversity-Equity-and-Inclusion-Policy.pdf?pdf=download>

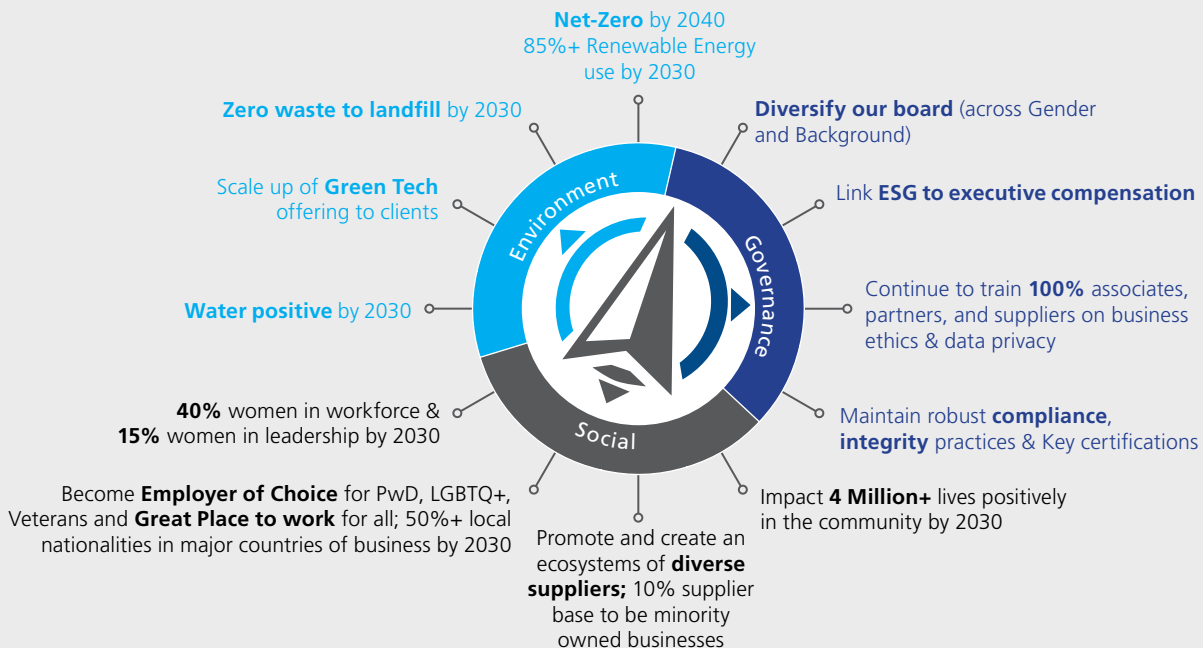
| Disclosure Questions | P1<br>Ethics &<br>Transparency   | P2<br>Service<br>responsibility | P3<br>Human<br>Resources | P4<br>Responsive to<br>Stakeholders | P5<br>Human<br>Rights | P6<br>Restore<br>environment | P7<br>Public<br>Policy<br>Advocacy | P8<br>Inclusive<br>growth | P9<br>Customer<br>Engagement |
|----------------------|--|---------------------------------|--------------------------|-------------------------------------|-----------------------|------------------------------|------------------------------------|---------------------------|------------------------------|
| <b>Principle 3</b>   |  |                                 |                          |                                     |                       |                              |                                    |                           |                              |
|                      | 3. Prevention of Sexual Harassment Policy - <a href="https://www.ltimindtree.com/wp-content/uploads/2023/01/Policy-on-Prevention-of-Sexual-Harassment-POSH.pdf?pdf=download">https://www.ltimindtree.com/wp-content/uploads/2023/01/Policy-on-Prevention-of-Sexual-Harassment-POSH.pdf?pdf=download</a>                              |                                 |                          |                                     |                       |                              |                                    |                           |                              |
|                      | 4. Non-discrimination Policy - <a href="https://www.ltimindtree.com/wp-content/uploads/2023/05/LTIMindtree-Non-Discrimination-Policy.pdf?pdf=download">https://www.ltimindtree.com/wp-content/uploads/2023/05/LTIMindtree-Non-Discrimination-Policy.pdf?pdf=download</a>   |                                 |                          |                                     |                       |                              |                                    |                           |                              |
|                      | 5. Grievance Management Policy - <a href="https://www.ltimindtree.com/wp-content/uploads/2023/07/Grievance-Redressal-Policy.pdf?pdf=download">https://www.ltimindtree.com/wp-content/uploads/2023/07/Grievance-Redressal-Policy.pdf?pdf=download</a>   |                                 |                          |                                     |                       |                              |                                    |                           |                              |
|                      | 6. Supplier Code of Conduct - <a href="https://www.ltimindtree.com/wp-content/uploads/2022/12/LTIMindtree-Supplier-Code-Of-Conduct.pdf?pdf=download">https://www.ltimindtree.com/wp-content/uploads/2022/12/LTIMindtree-Supplier-Code-Of-Conduct.pdf?pdf=download</a>  |                                 |                          |                                     |                       |                              |                                    |                           |                              |
| <b>Principle 4</b>   |  |                                 |                          |                                     |                       |                              |                                    |                           |                              |
|                      | 1. Policy for Determining Materiality of Information <a href="https://www.ltimindtree.com/wp-content/uploads/2019/05/Policy-for-determining-materiality-of-Information_Edited.pdf?pdf=download">https://www.ltimindtree.com/wp-content/uploads/2019/05/Policy-for-determining-materiality-of-Information_Edited.pdf?pdf=download</a> |                                 |                          |                                     |                       |                              |                                    |                           |                              |
|                      | 2. Policy for Determining Material Subsidiary- <a href="https://www.ltimindtree.com/wp-content/uploads/2018/11/Material-Subsidiary-Policy.pdf?pdf=download">https://www.ltimindtree.com/wp-content/uploads/2018/11/Material-Subsidiary-Policy.pdf?pdf=download</a>   |                                 |                          |                                     |                       |                              |                                    |                           |                              |
|                      | 3. Policy on Related Party Transactions - <a href="https://www.ltimindtree.com/wp-content/uploads/2022/12/Related-Party-Transactions-Policy.pdf?pdf=download">https://www.ltimindtree.com/wp-content/uploads/2022/12/Related-Party-Transactions-Policy.pdf?pdf=download</a>  |                                 |                          |                                     |                       |                              |                                    |                           |                              |
|                      | 4. CSR Policy - <a href="https://www.ltimindtree.com/wp-content/uploads/2023/04/LTIMindtree-CSR-Policy.pdf?pdf=download">https://www.ltimindtree.com/wp-content/uploads/2023/04/LTIMindtree-CSR-Policy.pdf?pdf=download</a>  |                                 |                          |                                     |                       |                              |                                    |                           |                              |
|                      | 5. Supplier Code of Conduct - <a href="https://www.ltimindtree.com/wp-content/uploads/2022/12/LTIMindtree-Supplier-Code-Of-Conduct.pdf?pdf=download">https://www.ltimindtree.com/wp-content/uploads/2022/12/LTIMindtree-Supplier-Code-Of-Conduct.pdf?pdf=download</a>  |                                 |                          |                                     |                       |                              |                                    |                           |                              |
|                      | 6. Whistleblower policy - <a href="https://www.ltimindtree.com/wp-content/uploads/2023/02/Whistle-Blower-Policy.pdf?pdf=download">https://www.ltimindtree.com/wp-content/uploads/2023/02/Whistle-Blower-Policy.pdf?pdf=download</a>  |                                 |                          |                                     |                       |                              |                                    |                           |                              |
| <b>Principle 5</b>   |  |                                 |                          |                                     |                       |                              |                                    |                           |                              |
|                      | 1. Whistleblower Policy - <a href="https://www.ltimindtree.com/wp-content/uploads/2023/02/Whistle-Blower-Policy.pdf?pdf=download">https://www.ltimindtree.com/wp-content/uploads/2023/02/Whistle-Blower-Policy.pdf?pdf=download</a>  |                                 |                          |                                     |                       |                              |                                    |                           |                              |
|                      | 2. Prevention of Sexual Harassment Policy - <a href="https://www.ltimindtree.com/wp-content/uploads/2023/01/Policy-on-Prevention-of-Sexual-Harassment-POSH.pdf?pdf=download">https://www.ltimindtree.com/wp-content/uploads/2023/01/Policy-on-Prevention-of-Sexual-Harassment-POSH.pdf?pdf=download</a>                              |                                 |                          |                                     |                       |                              |                                    |                           |                              |
|                      | 3. Equal Opportunity Policy - <a href="https://www.ltimindtree.com/wp-content/uploads/2022/11/Equal-Opportunity-Policy-.pdf?pdf=download">https://www.ltimindtree.com/wp-content/uploads/2022/11/Equal-Opportunity-Policy-.pdf?pdf=download</a>  |                                 |                          |                                     |                       |                              |                                    |                           |                              |
|                      | 4. Code of Conduct - <a href="https://www.ltimindtree.com/wp-content/uploads/2024/06/Employee-Code-of-Conduct.pdf?pdf=download">https://www.ltimindtree.com/wp-content/uploads/2024/06/Employee-Code-of-Conduct.pdf?pdf=download</a>   |                                 |                          |                                     |                       |                              |                                    |                           |                              |
| <b>Principle 6</b>   |  |                                 |                          |                                     |                       |                              |                                    |                           |                              |
|                      | 1. ESG Policy - <a href="https://www.ltimindtree.com/wp-content/uploads/2023/06/LTIMindtree-ESG-Policy.pdf?pdf=download">https://www.ltimindtree.com/wp-content/uploads/2023/06/LTIMindtree-ESG-Policy.pdf?pdf=download</a>  |                                 |                          |                                     |                       |                              |                                    |                           |                              |
|                      | 2. Environmental, Health and Safety Policy - <a href="https://www.ltimindtree.com/wp-content/uploads/2021/05/Corporate-Environmental-Health-and-Safety-Policy.pdf?pdf=download">https://www.ltimindtree.com/wp-content/uploads/2021/05/Corporate-Environmental-Health-and-Safety-Policy.pdf?pdf=download</a>                         |                                 |                          |                                     |                       |                              |                                    |                           |                              |
|                      | 3. Supplier Code of Conduct - <a href="https://www.ltimindtree.com/wp-content/uploads/2022/12/LTIMindtree-Supplier-Code-Of-Conduct.pdf?pdf=download">https://www.ltimindtree.com/wp-content/uploads/2022/12/LTIMindtree-Supplier-Code-Of-Conduct.pdf?pdf=download</a>  |                                 |                          |                                     |                       |                              |                                    |                           |                              |
| <b>Principle 7</b>   |  |                                 |                          |                                     |                       |                              |                                    |                           |                              |
|                      | 1. Group Public Advocacy Policy - <a href="https://corpwebstorage.blob.core.windows.net/media/46851/public-policy-advocacy-policy-Int.pdf">https://corpwebstorage.blob.core.windows.net/media/46851/public-policy-advocacy-policy-Int.pdf</a>  |                                 |                          |                                     |                       |                              |                                    |                           |                              |
|                      | 2. ESG Policy - <a href="https://www.ltimindtree.com/wp-content/uploads/2023/06/LTIMindtree-ESG-Policy.pdf?pdf=download">https://www.ltimindtree.com/wp-content/uploads/2023/06/LTIMindtree-ESG-Policy.pdf?pdf=download</a>  |                                 |                          |                                     |                       |                              |                                    |                           |                              |
| <b>Principle 8</b>   |  |                                 |                          |                                     |                       |                              |                                    |                           |                              |
|                      | 1. Corporate Social Responsibility Policy - <a href="https://www.ltimindtree.com/wp-content/uploads/2023/04/LTIMindtree-CSR-Policy.pdf?pdf=download">https://www.ltimindtree.com/wp-content/uploads/2023/04/LTIMindtree-CSR-Policy.pdf?pdf=download</a>  |                                 |                          |                                     |                       |                              |                                    |                           |                              |
|                      | 2. Supplier Code of Conduct - <a href="https://www.ltimindtree.com/wp-content/uploads/2022/12/LTIMindtree-Supplier-Code-Of-Conduct.pdf?pdf=download">https://www.ltimindtree.com/wp-content/uploads/2022/12/LTIMindtree-Supplier-Code-Of-Conduct.pdf?pdf=download</a>  |                                 |                          |                                     |                       |                              |                                    |                           |                              |
| <b>Principle 9</b>   |  |                                 |                          |                                     |                       |                              |                                    |                           |                              |
|                      | 1. Privacy Policy - <a href="https://www.ltimindtree.com/general-privacy-policy">https://www.ltimindtree.com/general-privacy-policy</a>  |                                 |                          |                                     |                       |                              |                                    |                           |                              |
|                      | 2. Policy on Preservation of Documents - <a href="https://www.ltimindtree.com/wp-content/uploads/2020/10/Preservation-of-Documents-Ver1.0.pdf?pdf=download">https://www.ltimindtree.com/wp-content/uploads/2020/10/Preservation-of-Documents-Ver1.0.pdf?pdf=download</a>   |                                 |                          |                                     |                       |                              |                                    |                           |                              |
|                      | 3. Archival Policy - <a href="https://www.ltimindtree.com/wp-content/uploads/2017/05/Archival-Policy.pdf?pdf=download">https://www.ltimindtree.com/wp-content/uploads/2017/05/Archival-Policy.pdf?pdf=download</a>   |                                 |                          |                                     |                       |                              |                                    |                           |                              |
|                      | 4. Code of Conduct - <a href="https://www.ltimindtree.com/wp-content/uploads/2024/06/Employee-Code-of-Conduct.pdf?pdf=download">https://www.ltimindtree.com/wp-content/uploads/2024/06/Employee-Code-of-Conduct.pdf?pdf=download</a>   |                                 |                          |                                     |                       |                              |                                    |                           |                              |

| Disclosure Questions  | P1<br>Ethics &<br>Transparency                                   | P2<br>Service<br>responsibility   | P3<br>Human<br>Resources   | P4<br>Responsive to<br>Stakeholders | P5<br>Human<br>Rights                | P6<br>Restore<br>environment  | P7<br>Public<br>Policy<br>Advocacy   | P8<br>Inclusive<br>growth    | P9<br>Customer<br>Engagement   |
|---|--|---|--|-------------------------------------|--------------------------------------|---|--------------------------------------|------------------------------|--|
| 2. Whether the entity has translated the policy into procedures. (Yes/No)   | Y  | Y   | Y  | Y                                   | Y                                    | Y   | Y                                    | Y                            | Y  |
| 3. Do the enlisted policies extend to your value chain partners? (Yes/No)   | Y  | Y   | Y  | Y                                   | Y                                    | Y   | Y                                    | Y                            | Y  |
| 4. Name of the national and international codes/certifications/labels/standards (e.g., Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g., SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle. | ISO 9001:2015<br>GRI Standard 2021<br>UNGC Principles<br>UN SDGs | CMMI 2.0 L5(DEV & SVC)<br>ISO 20000-1:2018<br>ISO 27001:2022<br>ISO 27701:2019<br>ISO 9001:2015<br>ISO 22301:2019<br>SOC 1 Type 2<br>SOC 2 Type 2 | ISO 45001:2018;<br>ISO 9001:2015<br>GRI Standard 2021<br>UNGC Principles | ISO 9001:2015<br>GRI Standard 2021  | GRI Standard 2021<br>UNGC Principles | ISO 45001:2018<br>ISO 14001:2015<br>ISO 22301:2019<br>ISO 31000:2018<br>GRI Standard 2021 | GRI Standard 2021<br>UNGC Principles | GRI Standard 2021<br>UN SDGs | CMMI 2.0 L5(DEV & SVC)<br>ISO 20000-1:2018<br>ISO 27001:2022<br>ISO 27701:2019<br>ISO 9001:2015<br>ISO 22301:2019<br>SOC 1 Type 2<br>SOC 2 Type 2<br>GRI Standard 2021 |

## 5. Specific commitments, goals and targets set by the entity with defined timelines, if any.

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

### ESG Vision: we have set bold ambitions for LTIMindtree across each pillar



## 6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same

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

| ESG Vision   | Progress in FY '25   |
|--|--|
| <b>Net-Zero by 2040</b>  | <ul style="list-style-type: none"> <li>Scope 1: Reduction by 74% to 0.02 tons CO<sub>2</sub>e/employee (over baseline value of FY19)</li> <li>Scope 2: Reduction by 76% to 0.22 tons CO<sub>2</sub>e/employee (over baseline value of FY19)</li> </ul>                           |
| <b>85% + Renewable Energy use by 2030</b>  | <ul style="list-style-type: none"> <li>60.33%</li> </ul>   |
| <b>100% waste recycling by 2030</b>  | <ul style="list-style-type: none"> <li>97.21%, (1776.12 tons recycled out of 1827.09 tons of waste disposed)</li> </ul>  |
| <b>Water-positive by 2030</b>  | <ul style="list-style-type: none"> <li>58% reduction to 4.28 kl/employee (over baseline value of FY 19)</li> <li>2.8 x water positive</li> </ul>   |
| <b>Scale up of Green Tech Offerings to Clients</b>   | <ul style="list-style-type: none"> <li>Engaged with 75+ customers</li> </ul>   |
| <b>40% women in workforce</b>  | <ul style="list-style-type: none"> <li>30.37% women in workforce</li> </ul>  |
| <b>15% women in leadership by 2030</b>   | <ul style="list-style-type: none"> <li>9.23% women in leadership</li> </ul>  |
| <b>Become Employer of Choice for LGBTQ, PwD and Veterans and Great place to work for all: 50% + local nationalities in major countries of business by 2030</b> | <ul style="list-style-type: none"> <li>0.07% self-identified PwDs</li> <li>0.25% self-identified LGBTQ+</li> <li>0.17% self-identified Veterans in workforce</li> <li>22.94% local nationalities (outside India)</li> <li>Recognized as Great Place to Work in France</li> </ul> |
| <b>Promote and create an ecosystem of diverse suppliers; 10% supplier base to be minority owned businesses</b>   | <ul style="list-style-type: none"> <li>12.11% spend on diverse suppliers</li> </ul>  |
| <b>Impact 4 Million plus lives positively in the community by 2030</b>   | <ul style="list-style-type: none"> <li>7,48,915 beneficiaries in FY25</li> <li>2.34 million CSR beneficiaries cumulative from baseline year FY19.</li> </ul>   |
| <b>Diversify our board (across gender and background)</b>  | <ul style="list-style-type: none"> <li>55% Independent directors</li> <li>1 Woman on the Board</li> </ul>  |
| <b>Link ESG to Executive Compensation</b>  | <ul style="list-style-type: none"> <li>ESG linked KPIs under review</li> </ul>   |
| <b>Continue to train 100% associates, partners and suppliers on business ethics and data privacy</b>   | <ul style="list-style-type: none"> <li>Associates training on business ethics and data privacy – 88.37% completed and rest in progress.</li> <li>11% of our top vendors</li> </ul>   |
| <b>Maintain robust compliance, integrity practices and Key certifications</b>  | <ul style="list-style-type: none"> <li>Employing new and emerging national and global reporting frameworks and standards</li> <li>Maintained global leadership in Carbon Disclosure Project (CDP) for five years</li> <li>Earned multiple global ESG accolades</li> </ul>        |

## Governance, leadership and oversight

### 7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)

Our ESG roadmap firmly establishes our position as one of the leading pioneers in the Sustainability domain.

Our initiatives to conserve water and minimize waste are making significant strides - we are currently 2.8x water positive with 58% reduction in per-capita water consumption. Four offices in Bengaluru and two in Mumbai are certified as 'Zero Waste to Landfill'. Advancing towards achieving Net-Zero by 2040 by reducing scope 1 emissions by 74%, scope 2 emissions by 76%, transitioning to renewable energy sources with 60.33% share and implementing energy-efficient practices across our operations.

Continuous learning and development are emphasized, preparing our associates for emerging technologies. We prioritize creating an inclusive and diverse workplace by increasing the representation of women in our workforce and leadership roles, striving to be an employer of choice for LGBTQ+ individuals and veterans. This is carried out through programs and policies that promote diversity and inclusion, ensuring everyone feels valued and respected.

Through our various social impact initiatives, we strive to make a positive difference in education, environment, empowerment, and healthcare, thereby contributing to the holistic well-being of the communities we serve. With the support of our esteemed NGO partners, we aimed to reach the population across 19 blocks, including 16 aspirational blocks, throughout India and impacted 7,48,915 lives positively.

By promoting supplier sustainability and diversity by engagement, we are building an ecosystem that supports sustainable growth and development.

We uphold the highest standards of corporate governance and ethical conduct. Our governance practices and sustainability disclosures emphasize transparency, accountability, and integrity.

Our genuine commitment to sustainability has garnered accolades. In Businessworld's 'India's Most Sustainable Companies' Top 50 listing for 2024, we attained rank 13 across all sectors and rank 5 in the IT & Communications sector. We are also proud to announce that LTIMindtree has received three prestigious awards for our sustainability report for FY 2023-24 from the League of American Communications Professionals (LACP) and ESG Transparency Award, highlighting our leadership in sustainability reporting and best practices. Achievements like these underscores our leadership in responsible business practices.

As we look ahead, I am confident that our collective dedication, innovation, and collaborative spirit will lead us to a sustainable, equitable, and prosperous future.

### Archana Sahay

Global Head – ESG and CSR

|    |  |  |
|----|--|--|
| 8. | <b>Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).</b>  | CEO & Managing Director<br>Telephone number: +91 80 67064000.<br>e-mail ID: <a href="mailto:sustainability@ltimindtree.com">sustainability@ltimindtree.com</a> |
| 9. | <b>Does the entity have a specified Committee of the Board/Director responsible for decision making on sustainability related issues? (Yes/No). If yes, provide details.</b> | Yes, the Committee responsible for decision-making on sustainability-related issues at LTIMindtree is the Corporate Social Responsibility Committee.           |

## 10. Details of Review of NGRBCs by the Company:

| Subject for Review   | Indicate whether review was undertaken by Director/Committee of the Board/Any other Committee  |    |    |    |    |    |    |    |    | Frequency (Annually/Half-yearly/Quarterly/Any other please specify) |    |    |    |    |    |    |    |    |
|--|--|----|----|----|----|----|----|----|----|---|----|----|----|----|----|----|----|----|
|  | P1   | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 | P1  | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 |
| <b>Performance against above policies and follow up action</b>   | Yes. Annual evaluation of policies is conducted by key functional heads and senior management. The policies, along with any revisions, are subsequently uploaded onto our intranet or website for wider accessibility.   |    |    |    |    |    |    |    |    |   |    |    |    |    |    |    |    |    |
| <b>Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances</b> | <p>The Company maintains lists of applicable laws and compliance checklist(s) for regulations across multiple jurisdictions, applicable to branches and subsidiaries, that are monitored and tracked through the in-house compliance tool. Training is provided to various stakeholders on the introduction of new provisions and amendments to existing provisions.</p> <p>The Company engages external consultants to review and provide compliance checklist(s) for new locations and update the compliance checklist(s) for existing locations. In the compliance tool, tasks are mapped to process owners who submit them with supporting evidence. Identified key stakeholders across functions ensure and confirm compliance with the provisions of all the applicable laws. Review of key compliances/regulations are covered as part of internal audit scope every year and the Corporate Compliance Team carries out compliance Tool audits and acts as a second line of defense to strengthen regulatory risk management. The Company has further enhanced the mechanism to monitor compliances by setting up the Compliance Committee, which governs such obligations globally to review performance and remediation plans on an ongoing basis. The global compliance update is presented to the Audit Committee on a quarterly basis.</p> |    |    |    |    |    |    |    |    |   |    |    |    |    |    |    |    |    |

**11. Has the entity carried out independent assessment/evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.**

| P1 | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 |
|----|----|----|----|----|----|----|----|----|
|----|----|----|----|----|----|----|----|----|

Yes, we have carried out the following assessments, with the respective external agencies listed alongside.

- **ISO 14001, 45001, 9001, 27001, 31000:** Bureau Veritas
- **Sustainability Assurance:** TUV India
- **Compliance:** External expert agencies

Throughout the audit/assessment process, these agencies assess the functionality of the company's pertinent policies. This involves scrutinizing policy components, procedures, action plans, and other related elements.

**12. If answer to question (1) above is "No" i.e., not all Principles are covered by a policy, reasons to be stated:**

| Questions | P1 | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 |
|-----------|----|----|----|----|----|----|----|----|----|
|-----------|----|----|----|----|----|----|----|----|----|

The entity does not consider the principles material to its business (Yes/No)

The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)

The entity does not have the financial or/human and technical resources available for the task (Yes/No)

It is planned to be done in the next financial year (Yes/No)

Any other reason (please specify)

Not Applicable as all Principles are covered by our policies



## SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

This section is aimed at helping entities demonstrate their performance in integrating the principles and core elements with key processes and decisions. The information sought is categorized as 'Essential' and 'Leadership'. While the essential indicators are expected to be disclosed by every entity that is mandated to file this report, the leadership indicators may be voluntarily disclosed by organizations that aspire to progress to a higher level in their quest to be socially, environmentally, and ethically responsible.

### Principle 1: Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.

#### Essential Indicator

#### 1. Percentage coverage by training and awareness programs on any of the principles during the financial year :

| Segment                                   | Total number of training and awareness programs held | Topics covered under the training and its impact   | %age of persons in respective category covered by the awareness programs |
|---|--|--|--|
| <b>Board of Directors</b>                 | Seven (7)*   | Business Responsibility Principles via Code of Conduct, Ethics & Integrity, Data Privacy, Insider Trading, Prevention of Sexual Harassment, Integrity, Intellectual Property, Information Security Awareness, Workplace Compliance, Anti-Bribery and Anti-Corruption, Business Continuity and Crisis Management.   | 100%   |
| <b>Key Managerial Personnel</b>           | 5 e-learning courses                                 | Business Responsibility Principles via Code of Conduct, Ethics & Integrity, Sustainability, Environmental Health & Safety, Data Privacy, Insider Trading, Prevention of Sexual Harassment, Integrity, Intellectual Property, Information Security Awareness, Workplace Compliance Training, Anti-Bribery and Anti-Corruption Training, Business Continuity and Crisis Management Training. | 100%   |
| <b>Employees other than BoDs and KMPs</b> | 5 e-learning courses                                 | Business Responsibility Principles via Code of Conduct, Ethics & Integrity, Sustainability, Environmental Health & Safety, Data Privacy, Insider Trading, Prevention of Sexual Harassment, Integrity, Intellectual Property, Information Security Awareness, Workplace Compliance Training, Anti-Bribery and Anti-Corruption Training, Business Continuity and Crisis Management Training. | 100% coverage **   |

\*During the year, seven meetings (four quarterly meetings, three strategy meetings) were held where Board was updated inter-alia on ESG matters, applicable legal requirements, market trends etc., as part of Business Responsibility programs.

\*\* Completed - 88.37%, In progress – 9.44%

#### 2. Details of fines/penalties/punishment/award/compounding fees/settlement amount paid in proceedings (by the entity or by directors/KMPs) with regulators/law enforcement agencies/judicial institutions, in the financial year, in the following format (Note: The entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations and as disclosed on the entity's website.)

|                        | NGRBC Principle | Name of the regulatory/enforcement agencies/judicial institutions | Monetary        |                   |  |
|------------------------|-----------------|---|-----------------|-------------------|--|
|                        |                 |   | Amount (In INR) | Brief of the Case | Has an appeal been preferred? (Yes/No) |
| <b>Penalty/Fine</b>    | Nil             |   |                 |                   |  |
| <b>Settlement</b>      | Nil             |   |                 |                   |  |
| <b>Compounding fee</b> | Nil             |   |                 |                   |  |



|              | Non- Monetary   |   |                   |  |
|--------------|-----------------|---|-------------------|--|
|              | NGRBC Principle | Name of the regulatory/enforcement agencies/judicial institutions | Brief of the Case | Has an appeal been preferred? (Yes/No) |
| Imprisonment | Nil             |   |                   |  |
| Punishment   | Nil             |   |                   |  |

The Company had no monetary and non-monetary fines/penalties/punishment/award/compounding fees/settlement amount paid in proceedings (by the entity or by directors/KMPs) with regulators/law enforcement agencies/judicial institutions, in the financial year FY25 for violation of any of the NGRBC principles.

Orders issued by various authorities including demand notice, interest and penalty thereon, have been disclosed to the stock exchanges in line with the requirement of Regulation 30 of the SEBI Listing Regulations.

**3. Of the instances disclosed in Question 2 above, details of the Appeal/Revision preferred in cases where monetary or non-monetary action has been appealed.**

| Case Details | Name of the regulatory/enforcement agencies/judicial institutions |
|--------------|---|
|              | Not Applicable  |

**4. Does the entity have an anti-corruption or anti-bribery policy? If yes, provide details in brief and if available, provide a web-link to the policy.**

Our [Anti-Bribery and Anti-Corruption Policy](#) highlights our commitment to conducting business with the highest standards of professionalism, honesty, integrity, and fairness, ensuring full compliance with all relevant laws and regulations. It applies universally to all employees and serves as a moral guide for directors, executives, consultants, contractors, and associated parties. Any violations of this policy can be reported to [whistleblower@ltimindtree.com](mailto:whistleblower@ltimindtree.com), with guaranteed anonymity and confidentiality. Deliberate neglect or failure to address corrupt practices is considered non-compliance and may lead to disciplinary action, including termination of employment or contract, ensuring confidentiality throughout the investigative process.

**5. Number of Directors/KMPs/employees against whom disciplinary action was taken by any law enforcement agency for the charges of bribery/corruption:**

|           | FY 2024-25 | FY 2023-24 |
|-----------|------------|------------|
| Directors | Nil        | Nil        |
| KMPs      | Nil        | Nil        |
| Employees | Nil        | Nil        |

There have been no cases involving disciplinary action taken by any law enforcement agency for charges of bribery/corruption against directors/KMP/employees that have been brought to our attention in FY24-25 and FY23-24.

**6. Details of complaints regarding conflict of interest:**

|  | FY 2024-25 |         | FY 2023-24 |         |
|--|------------|---------|------------|---------|
|  | Number     | Remarks | Number     | Remarks |
| Number of complaints received in relation to issues of Conflict of Interest of the Directors | Nil        | Nil     | Nil        | Nil     |
| Number of complaints received in relation to issues of Conflict of Interest of the KMPs      | Nil        | Nil     | Nil        | Nil     |

There were no complaints related to corruption or conflict of interest received during FY 24-25 and FY 23-24.

**7. Provide details of any corrective action taken or underway on issues related to fines/penalties/ action taken by regulators/law enforcement agencies/judicial institutions, on cases of corruption and conflicts of interest.**

Not applicable, as no complaints related to corruption or conflict of interest were received in FY24 and FY25.

**8. Number of days of accounts payables (Accounts payable \*365)/Cost of goods/services procured) in the following format:**

|                                     | FY 2024-25<br>(Current Financial Year)                | FY 2023-24<br>(Previous Financial Year)               |
|-------------------------------------|---|---|
| Number of days of accounts payables | 81 days (as per consolidated financials for FY 24-25) | 81 days (as per consolidated financials for FY 23-24) |

**9. Provide details of concentration of purchases and sales with trading houses, dealers and related parties along-with loans and advances & investments, with related parties in the following format:**

| Parameter                  | Metrics  | FY 2024-25<br>(Current Financial Year)   | FY 2023-24<br>(Previous Financial Year)  |
|----------------------------|--|--|--|
| Concentration of Purchases | a. Purchases from trading houses as % of total purchases                               | Not Applicable since LTIMindtree is into the service industry (Information Technology) | Not Applicable since LTIMindtree is into the service industry (Information Technology) |
|                            | b. Number of trading houses where purchases are made from                              |  |  |
|                            | c. Purchases from top 10 trading houses as % of total purchases from trading houses    |  |  |
| Concentration of Sales     | a. Sales to dealers/distributors as % of total sales                                   |  |  |
|                            | b. Number of dealers/distributors to whom sales are made                               |  |  |
|                            | c. Sales to top 10 dealers/distributors as % of total sales to dealers/distributors    |  |  |
| Share of RPTs in           | a. Purchases (Purchases with related parties/Total Purchases)                          | 6.8% (as per consolidated financials for FY 24-25)                                     | 6.4% (as per consolidated financials for FY 23-24)                                     |
|                            | b. Sales (Sales to related parties/Total Sales)  | 1.0% (as per consolidated financials for FY 24-25)                                     | 1.1% (as per consolidated financials for FY 23-24)                                     |
|                            | c. Loans & advances (Loans & advances given to related parties/Total loans & advances) | Nil (as per consolidated financials for FY 24-25)                                      | Nil (as per consolidated financials for FY 23-24)                                      |
|                            | d. Investments (Investments in related parties/Total Investments made)                 | 5.4% (as per standalone financials for FY 24-25)                                       | 5.0% (as per standalone financials for FY 23-24)                                       |

## Leadership Indicators

**1. Awareness programs conducted for value chain partners on any of the principles during the financial year:**

| Total number of awareness programs held | Topics/principles covered under the training   | %age of value chain partners covered (by value of business done with such partners) under the awareness programs |
|---|--|--|
| 1 (One) - Supplier Meet Program         | <ul style="list-style-type: none"> <li>Understanding Sustainability in Procurement</li> <li>Social Responsibility</li> <li>Ethical Responsibility</li> <li>Achieving Sustainable Growth and Development</li> <li>LTIMindtree ESG Goals and Vision</li> <li>LTIMindtree ESG Materiality Matrix Understanding Scope 1,2 and 3 Emissions</li> </ul> | 11%  |

Yes. In 'Supplier Meet Program' we provide exhaustive training and raise awareness among our suppliers. This initiative aims to enhance collaboration and ensure compliance with our standards. We have connected with 80 esteemed vendors from various verticals for this FY 24-25. Through our capacity building programs, we have collaborated with our suppliers, offering training and awareness initiatives on business responsibility, and insights into our sustainability efforts, and seeking their alignment with our goals. We are committed to educating our value chain partners and integrating our ESG initiatives by providing opportunities for mutual support.

**2. Does the entity have processes in place to avoid/manage conflict of interests involving members of the Board? (Yes/No) If Yes, provide details of the same.**

Yes, LTIMindtree is steadfast in its commitment to ensuring ethical standards and preventing conflicts of interest within its Board, with several measures. BoDs must disclose their interests upon joining and promptly update any changes throughout the fiscal year, ensuring transparency and accountability in governance. Independent Directors are required to uphold their ability to perform their duties objectively and independently, as required by Regulation 25(8) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations 2015, and must make independent declarations as per Section 149(7) of the Companies Act, 2013, and Regulation 16(1)(b) of the SEBI Regulations 2015. These declarations emphasize their autonomy and impartiality. The disclosures pertaining to interest of directors in other companies/body corporates are also sought out on a quarterly basis, ensuring there is minimum/no conflict of interest of board members vis-à-vis operations of the Company.

The Board conducts an annual evaluation which reaffirms the independence status of the independent directors, and its thought on mechanisms that could help increase board performance, accountability of the management, and increased transparency, thereby leading to strategic organization. Additionally, LTIMindtree has a policy on Related Party Transactions, which safeguards against conflicts arising from directors' external engagements or business activities. Independent Directors of the Audit Committee accord their prior approval to all related transactions. Supporting these efforts, LTIMindtree has implemented the following governance policies

- Code of Fair Practices & Disclosures: <https://www.ltimindtree.com/wp-content/uploads/2023/10/Amendment-to-the-Fair-Disclosure-Code-FY2024.pdf?pdf=download>
- Code of Conduct – BoDs and Senior Management: <https://www.ltimindtree.com/wp-content/uploads/2017/05/Code-of-Conduct-for-Directors-and-Senior-Management.pdf?pdf=download>
- Policy on Related Party Transactions: <https://www.ltimindtree.com/wp-content/uploads/2022/12/Related-Party-Transactions-Policy.pdf?pdf=download>

**Principle 2: Businesses should provide goods and services in a manner that is sustainable and safe**

**Essential Indicators**

**1. Percentage of R&D and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of Products and processes to total R&D and capex investments made by the entity, respectively.**

|       | FY 2024-25 | FY 2023-24 | Details of improvement in environmental and social impacts   |
|-------|------------|------------|--|
| R&D   | 0%         | 0%         | -  |
| Capex | 0.18%      | 0.04%      | Investments in environmental capital expenditure were directed towards enhancing the energy and water efficiency of our buildings, contributing to a reduction in CO <sub>2</sub> e emissions from our operations. |

**2. a. Does the entity have procedures in place for sustainable sourcing? (Yes/No)**

Yes, LTIMindtree is committed to sustainable sourcing, integrating ESG factors into our vendor onboarding process via the Supplier 360 platform. Suppliers are onboarded once they accept our Supplier Code of Conduct, which requires them to comply with laws and adhere to sustainability-related operations, including human rights, environmental impact, health and safety standards, and labor conditions. To assess their compliance, prospective suppliers must complete a supply chain questionnaire during the onboarding process. We actively engage with our suppliers through our supplier meet program, where we discuss policy matters and sustainability initiatives to ensure alignment with our ethical standards and best practices.

**b. If yes, what percentage of inputs were sourced sustainably?**

In FY 24-25, our sustainability sourcing percentage stood at 49.14%, which is the percentage in terms of the cost allocated towards sourcing sustainable inputs.

**3. Describe the processes in place to safely reclaim your products for reusing, recycling, and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste.**

As an IT services company focused on technology consulting and digital solutions, we do not manufacture physical products. So, this question is not applicable to us. Nonetheless, we are committed to reducing waste and have implemented an effective waste management system for collection, segregation, storage, and disposal. We ensure the safe disposal and recycling of various types of waste through regulatory-compliant vendors.

- Plastic Waste: All non-biodegradable plastic waste is sent to designated vendors for recycling or reuse.
- E-Waste: Per the E-waste (Management) Rules 2016, electronic waste is disposed of within 180 days to registered recyclers authorized by the State Pollution Control Boards, with recycling certificates obtained post-disposal. Employees can buy back their laptops after five years to minimize e-waste.
- Hazardous Waste: Disposed of through SPCB-authorized vendors, with manifest confirmations submitted to the authority post-disposal.
- Battery Waste: Complied with regulations and handled by SPCB-approved vendors for safe disposal.
- Other Waste: Biodegradable food waste is composted onsite, producing manure for campus landscaping. Excess manure is distributed among employees.

**4. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes/No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.**

Extended Producer Responsibility (EPR) is not applicable as the company falls within the IT/ITES sector.

## Leadership Indicators

**1. Has the entity conducted Life Cycle Perspective/Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? If yes, provide details in the following format?**

| NIC Code       | Name of Product/Service  | % Of total Turnover contributed | Boundary for which the Life Cycle Perspective/ Assessment was conducted | Whether conducted by independent external agency (Yes/No) | Results communicated in public (Yes/No) IF yes, provide the web-link                     |
|----------------|--|---------------------------------|---|---|--|
| Not Applicable | CMMI Dev V2.0 Development Projects<br>CMMI SVC V2.0 Testing and support projects | 100%                            | Full Life Cycle   | Yes   | Yes [CMMI Website: <a href="https://cmmiinstitute.com/">https://cmmiinstitute.com/</a> ] |

**2. If there are any significant social or environmental concerns and/or risks arising from production or disposal of your services, as identified in the Life Cycle Perspective/Assessments (LCA) or through any other means, briefly describe the same along-with action taken to mitigate the same.**

| Name of Product/Service                           | Description of the risk/concern | Action Taken |
|---|---------------------------------|--------------|
| Not applicable as we do not produce any products. |                                 |              |

LTIMindtree is a provider of IT consulting services and business solutions. No social or environmental concerns are associated with our operations. Details of the environmental footprint of LTIMindtree operations and mitigation steps are provided as part of disclosures under Principle 6.

**3. Percentage of recycled or reused input material to total material (by value) used in production (for manufacturing industry) or providing services (for service industry)**

| Indicate input material | Recycled or re-used input material to total material |                                   |
|-------------------------|--|-----------------------------------|
|                         | FY2024-25 Current Financial Year                     | FY2023-24 Previous Financial Year |
| Not applicable.         |  |                                   |

LTIMindtree is a global IT services and consulting company, and we do not manufacture any products. Waste generated across our campuses is appropriately reused, recycled, and disposed of as per the applicable regulatory requirements. The metrics and details are furnished in Principle 6 - Essential Indicators 9 and 10.

**4. Of the products and packaging reclaimed at the end of life of products, amount (in metric tonnes) reused, recycled and safely disposed**

|                                | FY2024-25<br>Current Financial Year |          |                 | FY2023-24<br>Previous Financial Year |          |                 |
|--------------------------------|-------------------------------------|----------|-----------------|--------------------------------------|----------|-----------------|
|                                | Re-used                             | Recycled | Safely Disposed | Re-used                              | Recycled | Safely Disposed |
| Plastics (including packaging) | Not Applicable                      |          |                 | Not Applicable                       |          |                 |
| E – waste                      |                                     |          |                 |                                      |          |                 |
| Hazardous waste                |                                     |          |                 |                                      |          |                 |
| Other waste                    |                                     |          |                 |                                      |          |                 |

LTIMindtree is a global IT services and consulting company, and we do not manufacture any products. Waste generated across our campuses is appropriately reused, recycled, and disposed of as per the applicable regulatory requirements. The metrics and details are furnished in Principle 6 - Essential Indicators 9 and 10.

**5. Reclaimed products and their packaging materials (as percentage of products sold) for product category.**

| Indicate product category   | Reclaimed products and their packaging materials as % of total products sold in respective category |
|---|---|
| Not applicable as we are an IT services company and do not manufacture any products |   |

**Principle 3: Businesses should respect and promote the well-being of all employees, including this in their value chains**

**Essential Indicators**

**1. a. Details of measures for the wellbeing of employees**

| Category                              | % of employees covered by |                  |             |                    |             |                    |             |                    |             |                     |             |
|---------------------------------------|---------------------------|------------------|-------------|--------------------|-------------|--------------------|-------------|--------------------|-------------|---------------------|-------------|
|                                       | Total                     | Health insurance |             | Accident insurance |             | Maternity benefits |             | Paternity Benefits |             | Day Care facilities |             |
|                                       | (A)                       | Number (B)       | % (B/A)     | Number (C)         | % (C/A)     | Number (D)         | % (D/A)     | Number (E)         | % (E/A)     | Number (F)          | % (F/A)     |
| <b>Permanent employees</b>            |                           |                  |             |                    |             |                    |             |                    |             |                     |             |
| Male                                  | 58,661                    | 58,661           | 100%        | 58,661             | 100%        | NA                 | NA          | 58,661             | 100%        | 58,661              | 100%        |
| Female                                | 25,606                    | 25,606           | 100%        | 25,606             | 100%        | 25,606             | 100%        | NA                 | NA          | 25,606              | 100%        |
| Others                                | 40                        | 40               | 100%        | 40                 | 100%        | 40                 | 100%        | 40                 | 100%        | 40                  | 100%        |
| <b>Total</b>                          | <b>84,307</b>             | <b>84,307</b>    | <b>100%</b> | <b>84,307</b>      | <b>100%</b> | <b>25,646</b>      | <b>100%</b> | <b>58,701</b>      | <b>100%</b> | <b>84,307</b>       | <b>100%</b> |
| <b>Other than Permanent employees</b> |                           |                  |             |                    |             |                    |             |                    |             |                     |             |
| Male                                  | 2,614                     | NA               | NA          | NA                 | NA          | NA                 | NA          | NA                 | NA          | 2,614               | 100%        |
| Female                                | 919                       | NA               | NA          | NA                 | NA          | NA                 | NA          | NA                 | NA          | 919                 | 100%        |
| Others                                | 249                       | NA               | NA          | NA                 | NA          | NA                 | NA          | NA                 | NA          | 249                 | 100%        |
| <b>Total</b>                          | <b>3,782</b>              | <b>NA</b>        | <b>NA</b>   | <b>NA</b>          | <b>NA</b>   | <b>NA</b>          | <b>NA</b>   | <b>NA</b>          | <b>NA</b>   | <b>3,782</b>        | <b>100%</b> |

Note:

Head Count considered all Permanent & Full-time Employees.

Accidental coverage for members outside India is through the Global Health Insurance policy/state run programs.

Sum of the employees who are based out of India are on EOR module (Employee on Record).

**b. Spending on measures towards well-being of employees (including permanent and other than permanent) in the following format**

|  | FY 2024-25<br>(Current Financial Year) | FY 2023-24<br>(Previous Financial Year) |
|--|--|---|
| Cost incurred on wellbeing measures as a % of total revenue of the company | 308,89,59,754.98 INR<br>0.81%          | 283,50,28,692.70 INR<br>0.80%           |

Component-wise break-up:

| Component               | FY 2024-25<br>(Current Financial Year) | FY 2023-24<br>(Previous Financial Year) |
|-------------------------|--|---|
| Health and safety       | 5,60,00,017.98 INR                     | 58,922,856 INR                          |
| Insurance               | 1,66,21,60,893 INR*                    | 159,60,80,970 INR                       |
| ESI                     | 0 INR                                  | 27,83,374 INR                           |
| Wellness                | 83,55,579 INR                          | 73,48,211 INR                           |
| Paternity and Maternity | 1,35,15,42,445 INR                     | 1,16,16,81,065 INR                      |
| Day care facilities     | 1,09,00,820 INR                        | 82,12,216.70 INR                        |

\*Note:

- All premiums calculated for Permanent & Full-time Employees.
- The Premium payments include employees who are working under EOR (Employer on record) vendors.
- For the FY25, all employees earned salaries exceeding the ESIC threshold limit, resulting in no ESI contributions as per ESIC returns.

**2. Details of retirement benefits, for Current FY and Previous Financial Year.**

| Benefits  | FY 2024-25   |  | FY 2023-24   |  |
|---|--|--|--|--|
|   | No. of employees covered as a % of total employees | Deducted and deposited with the authority (Y/N/N.A.) | No. of employees covered as a % of total employees | Deducted and deposited with the authority (Y/N/N.A.) |
| <b>PF</b>                                       | 100%   | Y  | 100%   | Y  |
| <b>Gratuity</b>                                 | 100%   | Y  | 100%   | Y  |
| <b>ESI</b>                                      | 0%   | Y  | 1%   | Y  |
| <b>Others – Post retirement medical benefit</b> | 1.57%  | NA   | 2%   | Not Applicable                                       |

Note:

For the FY25, all employees earned salaries exceeding the ESIC threshold limit, resulting in no ESI contributions as per ESIC returns. The above table represents retirement benefits for employees working in India. All our employees working outside India are eligible for retirement benefits according to the applicable laws of the land.

**3. Accessibility of workplaces**

**Are the premises/offices of the entity accessible to differently abled employees, as per the requirements of the Rights of Persons with Disabilities Act, 2016? If not, whether any steps are being taken by the entity in this regard.**

Our facilities and offices are designed to be accessible for employees with disabilities, in accordance with the Rights of Persons with Disabilities Act, 2016. We acknowledge that individuals with qualifying disabilities, pregnancy, medical conditions, and other circumstances may require reasonable workplace accommodations to succeed.

Our office spaces are designed to be inclusive and accessible, offering height-adjustable workstations, wheelchair parking areas, access ramps at entrances, washrooms with grab bars, emergency alarms for support, tactile flooring, etc. We regularly assess our facilities to evaluate the overall accessibility of key amenities, implementing appropriate measures to ensure the full inclusion of people with disabilities.

**4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? If so, provide a web-link to the policy.**

Yes, LTIMindtree is firmly committed to being an equal opportunity employer and adheres to the provisions of the Rights of Persons with Disabilities Act, 2016 ("Act"), both in letter and spirit. We strongly advocate equal opportunities for individuals with disabilities and proactively identify roles suitable for their employment. We provide specific opportunities for identified positions to ensure their meaningful engagement.

We cultivate a safe, accessible, and inclusive work environment, offering tailored resources and accommodation to support employees with disabilities. Additionally, we extend our support to employees who acquire disabilities during their tenure with us, empowering them to achieve their full potential and contribute effectively to the organization. Our Equal Opportunity Policy is available at <https://www.ltimindtree.com/wp-content/uploads/2022/11/Equal-Opportunity-Policy-.pdf?pdf=download>.

**5. Return to work and Retention rates of permanent employees that took parental leave.**

| Gender       | Permanent employees |                |
|--------------|---------------------|----------------|
|              | Return to work rate | Retention rate |
| Male         | 98.95%              | 81.23%         |
| Female       | 99.95%              | 74.54%         |
| Others       | 0.00%               | 0.00%          |
| <b>Total</b> | <b>99.31%</b>       | <b>78.90%</b>  |

**6. Is there a mechanism available to receive and redress grievances for the following categories of employees? If yes, give details of the mechanism in brief.**

|                                       | Yes/No (If yes, then give details of the mechanism in brief)  |
|---------------------------------------|---|
| <b>Permanent Employees</b>            | <p>Yes. At LTIMindtree, we have a mechanism in place to receive and redress employee grievances. Our grievance redressal process focuses on the well-being and concerns of our employees, ensuring that all grievances are handled promptly, impartially, and fairly.</p> <p>Employees can submit grievances either verbally or in writing to their immediate supervisor or the BU Human Resource Head. Written grievances can be submitted via email to the immediate supervisor and/or the HR Department. All complaints are handled swiftly to ensure timely resolution.</p> <p>Our internal systems and policies are designed to log, track, and respond to grievances related to fairness and equity among employees within defined service level agreements (SLAs). For matters concerning fraud, our Whistleblower mechanism offers a formal platform to report legitimate concerns, which the Whistleblowing Investigation Committee (WBIC) promptly acts upon.</p> <p>Employees are encouraged to report any instance of harassment promptly to <a href="mailto:POSH@ltimindtree.com">POSH@ltimindtree.com</a>. All such allegations are investigated in accordance with the law.</p> <p>Addressing and promptly resolving every grievance at every level of the organization has made our workplace a hub of trust and harmony for all our employees.</p> |
| <b>Other than Permanent Employees</b> | <p>Yes, Other than permanent employees associated with LTIMindtree, including contractual staff and consultants, have various channels to address grievances. Whistleblower and Prevention of Sexual Harassment (POSH) policies provide confidential mechanisms to report concerns about any misconduct or violations. Grievances can also be communicated through email or face-to-face discussions with supervisors or the human resource manager. These channels ensure accessibility and transparency in addressing issues promptly and effectively.</p>  |

**7. Membership of employees in association(s) or Unions recognized by the listed entity:**

| Category                         | FY 2024-25                                 |  |         | FY 2023-24                                 |  |         |
|----------------------------------|--|--|---------|--|--|---------|
|                                  | Total employees in respective category (A) | No. of employees in respective category, who are part of association(s) or Union (B) | % (B/A) | Total employees in respective category (C) | No. of employees in respective category, who are part of association(s) or Union (D) | % (D/C) |
| <b>Total Permanent Employees</b> | 84,307                                     | Nil  | 0%      | 81,650                                     | Nil  | 0%      |
| - Male                           | 58,661                                     | Nil  | 0%      | 56,566                                     | Nil  | 0%      |
| - Female                         | 25,606                                     | Nil  | 0%      | 25,061                                     | Nil  | 0%      |
| - Others                         | 40   | Nil  | 0%      | 23   | Nil  | 0%      |

Note: Freedom of association is a basic human right. Whilst we don't have any trade unions or collective bargaining agreements in India, all our employees have the freedom and right to join any associations, unions, or groups that exist in line with local government regulations.



## 8. Details of training given to employees:

| Category | FY 2024-25 |                               |         |                      |         | FY 2023-24 |                               |         |                      |     |
|----------|------------|-------------------------------|---------|----------------------|---------|------------|-------------------------------|---------|----------------------|-----|
|          | Total (A)  | On Health and safety measures |         | On Skill upgradation |         | Total (D)  | On Health and safety measures |         | On Skill upgradation |     |
|          | No. (B)    | % (B/A)                       | No. (C) | % (C/A)              | No. (E) | % (E/D)    | No. (F)                       | % (F/D) |                      |     |
| Male     | 61,275     | 27,998                        | 45.69 % | 59,936               | 97.81%  | 59,439     | 20,700                        | 34.83%  | 57,612               | 97% |
| Female   | 26,525     | 12,252                        | 46.19 % | 25,999               | 98.02%  | 25,932     | 9,085                         | 35.03%  | 25,138               | 97% |
| Others   | 289        | 14                            | 4.84%   | 234                  | 80.97%  | 231        | 2                             | 0.87%   | 189                  | 82% |
| Total    | 88,089     | 40,264                        | 45.71 % | 86,169               | 97.82%  | 85,602     | 29,787                        | 34.80%  | 82,939               | 97% |

## 9. Details of performance and career development reviews of employees:

| Category         | FY 2024-25    |               |              | FY 2023-24    |               |              |
|------------------|---------------|---------------|--------------|---------------|---------------|--------------|
|                  | Total (A)     | No. (B)       | % (B/A)      | Total (C)     | No. (D)       | % (D/C)      |
| <b>Employees</b> |               |               |              |               |               |              |
| Male             | 55,910        | 55,910        | 100 %        | 53,097        | 53,097        | 100 %        |
| Female           | 24,361        | 24,361        | 100 %        | 23,677        | 23,677        | 100 %        |
| Others           | 30            | 30            | 100 %        | 17            | 17            | 100 %        |
| <b>Total</b>     | <b>80,301</b> | <b>80,301</b> | <b>100 %</b> | <b>76,791</b> | <b>76,791</b> | <b>100 %</b> |

Note: Columns A & C correspond to the number of employees eligible, and Columns B&D denote the number of employees who submitted their annual appraisals in FY25 and FY24 respectively.

## 10. Health and safety management system:

### a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/No). If yes, the coverage of such system?

Yes, LTIMindtree has implemented an Occupational Health and Safety Management System in compliance with the international ISO 45001:2018 standards.

94% of our sites are certified against the ISO 45001:2018 standards, while for the remaining locations, we have established our own internal Environment, Health, and Safety (EHS) Management System. Our EHS policy, applicable to all locations, demonstrates our commitment to managing workplace health and safety risks by promoting a culture of security among employees and partners. We also prioritize the provision of support services to enhance the physical, mental, and emotional well-being of our employees.

Our premises are equipped with safety features such as firefighting/alarm systems, smoke detectors, and water leak detection mechanisms. Raising awareness and providing training through educational materials and sessions on health and safety topics are essential components of our workplace health and safety management.

All our campuses in India are equipped with well-established occupational health centers. The Hazard Identification and Risk Assessment (HIRA) processes are integral to our approach to addressing occupational risks and hazards. This includes the implementation of various control measures and processes to effectively mitigate and eliminate risks. Additionally, we have implemented an Incident Reporting and Investigation System to ensure that any workplace incidents are promptly addressed, and corrective actions are taken to prevent recurrence.

Moreover, doctors and physiotherapists have provided virtual consultations to employees and their families through our telemedicine portal. We also conduct regular health and wellness programs, including fitness challenges, mental health workshops, and ergonomic assessments, to promote a holistic approach to employee well-being. By maintaining a robust OHS management system and continuously improving our practices, we aim to create a safe and healthy work environment for all our employees.

### b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?

Our health and safety initiatives are grounded in the careful assessment of facility risks, especially within office premises, through the implementation of a robust Hazard Identification & Risk Assessment (HIRA) framework. As an IT services organization, our risk spectrum primarily pertains to service-related aspects such as ergonomics, utilities management, and employee commute safety. In line with ISO 45001:2018 standards, HIRA systematically evaluates work-related hazards and risks across routine and non-routine activities at all locations. Risks are assessed based on frequency, severity, and



potential impact on personnel. Changes in processes, equipment upgrades, or service refinements prompt timely HIRA evaluations and the development of risk mitigation strategies. Our approach involves:

- Deconstruction of tasks to identify potential hazards
- Identification and evaluation of existing measures
- Ensuring compliance with legal and regulatory requirements
- Assessing the severity and likelihood of incidents
- Determining the risk level based on assessments
- Implementation of additional control measures where necessary

Experience from prior projects and current operations further reinforces the effectiveness of our assessments, ensuring exhaustive coverage and compliance with safety standards.

**c. Whether you have processes for workers to report work-related hazards and to remove themselves from such risks. (Y/N)**

Yes, we have processes in place that enable employees to report work-related hazards and remove themselves from potential risks, reinforcing our commitment to EHS standards. Various mechanisms, including the iSupport portal for issue logging, complaint registers at office entrances, and green cards in building lobbies, facilitate the reporting of hazards, risks, and workplace-related incidents by employees, support staff, and other stakeholders. Regular awareness sessions, competitions, and briefings are conducted for the support staff to ensure familiarity with these mechanisms, highlighting their role in identifying and mitigating hazards promptly. Furthermore, EHS training programs, aligned with our EHS policy, ensure safe and healthy working conditions. Awareness regarding incident reporting is continuously strengthened through induction programs, mandatory OHS training, and communication campaigns. Employees and stakeholders also have access to an internal admin helpdesk and a dedicated corporate HSE email-id to report health and safety issues. Action owners are sensitized to take corrective actions within defined timelines, ensuring effective mitigation and hazard elimination. These mechanisms enable us to proactively address workplace hazards and uphold a safe, secure, and environmentally responsible work environment.

**d. Do the employees/worker of the entity have access to non-occupational medical and healthcare services? (Yes/No)**

Yes, all permanent employees and their families, including spouses and children, are provided with access to non-occupational medical and healthcare services. Coverage of Parents & in-laws is optional and employees who are opting for it have to pay separately. Agreements with subcontractor vendors mandate the provision of similar services to all subcontractors working at LTIMindtree locations across India. In overseas locations, these services are provided in compliance with the respective country's regulations.

Our organization is committed to create a healthy work environment through our Total Wellbeing program. This fosters overall well-being and productivity of employees and ensures business continuity. Collaborations with healthcare providers like 'Connect & Heal' offer a range of services to employees and their dependents, including preventive health checkups, virtual doctor consultations, emotional counselling via the Employee Assistance Program, dietary consultations, lab tests, and access to an online pharmacy. These resources are accessible through the well-being portal and app. Additionally, the organization conducts an annual health checkup campaign, complemented by reminder emails, to promote the overall health of its workforce.

To improve accessibility further, the company provides additional wellness benefits through partnerships with local healthcare networks. Medical centres located at multiple sites offer non-occupational healthcare services for both employees and contractors. Company-sponsored medical insurance extends coverage to employees and their dependents. To encourage an active lifestyle, fitness initiatives such as on-site gymnasiums, yoga sessions, and fitness challenges are also available.

Mental health is another key priority, with various initiatives in place to foster a supportive environment. These include counselling services, self-help resources, and emotional and leadership coaching to ensure a psychologically safe workplace.

Additionally, first aid centers at designated facilities and ambulance services for medical emergencies ensure immediate assistance and timely hospital transportation when needed.

A lot of emphasis is given to safeguard the 'vision health' of our employees wherein we offer reimbursement for spectacles. Similarly, the 'dental health' program is also prioritized wherein the expense for root canal treatments and tooth extraction is reimbursed.

## 11. Details of safety related incidents, in the following format:

| Safety Incident/Number  | Category  | FY 2024-25 | FY 2023-24 |
|---|-----------|------------|------------|
| Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked) | Employees | 0          | 0.005      |
| Total recordable work-related injuries  | Employees | 0          | 10         |
| No. of fatalities   | Employees | 0          | 0          |
| High consequence work-related injury or ill-health (excluding fatalities)     | Employees | 0          | 0          |

Note: Number of first aid cases - 11

## 12. Describe the measures taken by the entity to ensure a safe and healthy work place.

We are committed to ensuring safe workplaces by preventing injuries and illnesses. We continuously work towards eliminating hazards and reducing occupational health and safety risks. Our health and safety management system is ISO 45001:2018-certified, and we regularly conduct risk assessments that include evaluations of ergonomic and mental health concerns to identify potential workplace hazards. These risk assessments are complemented by regular workplace inspections to support our efforts in mitigating risks. For every recorded incident or near-miss, we conduct investigations to determine the root cause and implement corrective actions to prevent recurrence.

The 'Green Card' initiative enables individuals without system access to report incidents or unsafe conditions via cards placed in building lobbies, managed by security personnel in close coordination with the in-house EHS team.

We have introduced the 'Safety Work Permit Tool,' a digital system to manage work tasks, identify risks, and implement safety measures to maintain safe working conditions. This system replaces manual paperwork, enhances reporting accuracy, and facilitates real-time updates and monitoring. It helps ensure compliance with safety regulations and maintain risk management protocols, reducing the likelihood of accidents or legal issues.

In addition, we have implemented various measures to mitigate significant occupational health and safety impacts, including:

- The provision and maintenance of fire detection alarms and suppression systems.
- Regular site reviews, inspections, and audits to assess safety preparedness.
- Biannual mock drills for fire and annual mock drills for medical and other identified emergencies.
- Deployment of ergonomically designed furniture and low-radiation computer monitors.
- Digital monitoring of drinking water and indoor air quality.
- Regular occupational health and safety training sessions.
- Initiatives such as health check-ups, wellness camps, and awareness sessions across all facilities in India.
- We have established first aid centers in many of our campuses in India. Our telemedicine portal remains active, enabling employees to consult doctors at our occupational health centers in India online. Ambulance services are available round the clock at all our locations in India.
- As an IT/ITES company, common risks include ergonomic issues, Musculoskeletal Disorders (MSDs), and emotional well-being concerns related to the workplace, utility operations, and commuting. We have various initiatives, interventions, virtual engagement sessions, process controls, and ergonomics programs to address these risks.

## 13. Number of Complaints on the following made by employees:

|                    | FY 2024-25            |                                       |         | FY 2023-24            |                                       |         |
|--------------------|-----------------------|---------------------------------------|---------|-----------------------|---------------------------------------|---------|
|                    | Filed during the year | Pending resolution at the end of year | Remarks | Filed during the year | Pending resolution at the end of year | Remarks |
| Working Conditions | Nil                   | Nil                                   | Nil     | Nil                   | Nil                                   | Nil     |
| Health & Safety    | Nil                   | Nil                                   | Nil     | Nil                   | Nil                                   | Nil     |

LTIMindtree consistently prioritizes the health, safety, and well-being of our associates by establishing, implementing, maintaining, and continually improving our processes and practices to ensure a healthy and safe working environment for everyone. There were no complaints by our associates concerning working conditions or Health & Safety in FY 24- 25 and FY 23-24.

#### 14. Assessments for the year:

|                             | % of your plants and offices that were assessed (By entity or statutory authorities or third parties)                                 |
|-----------------------------|---|
| Health and safety practices | 94% of LTIMindtree facilities in India locations are certified by third party for ISO 45001:2018<br>Note: excluding satellite offices |
| Working Conditions          | 100%. Working conditions of all facilities are assessed by in-house EHS team in line with ISO 45001:2018.                             |

#### 15. Provide details of any corrective action taken or underway to address safety-related incidents (if any) and on significant risks/concerns arising from assessments of health & safety practices and working conditions.

No major incidents occurred in fiscal year 2024-25, and no corrective actions were needed regarding working conditions. To support employee well-being, we have established first aid centers at many of our India facilities, providing quick access to medical care for minor injuries and illnesses, which helps reduce downtime and facilitates a swift return to work.

### Leadership Indicators

#### 1. Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N) ?

Yes, all our employees are entitled to life insurance or a compensatory package in the event of death, depending on their role. We provide a wide range of health benefits that extend to employees' families including group term life insurance, personal accident insurance, and retirement provisions like provident fund, gratuity, and more.

#### 2. Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners.

We ensure vendor compliance through third-party audits, supplemented by an internal team that reviews compliance regularly. These audits conducted quarterly with the support of external auditors verify that statutory dues are correctly deducted and deposited by vendors. Relevant statutory provisions, including the proper payment and deduction of dues, are embedded in contracts with value chain partners, ensuring mutual adherence to compliance obligations. Additionally, the company monitors compliance with labor laws across various operating jurisdictions and regularly conducts audits of both core and subcontracted vendors.

#### 3. Provide the number of employees having suffered high consequence work-related injury/ill-health/fatalities (as reported in Q11 of Essential Indicators above), who have been rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment.

|           | Total no. of affected employees |            | No. of employees that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment |            |
|-----------|---------------------------------|------------|---|------------|
|           | FY 2024-25                      | FY 2023-24 | FY 2024-25  | FY 2023-24 |
| Employees | Nil                             | Nil        | Nil   | Nil        |

No employees have suffered high consequences for work-related injury/ill-health/fatalities.

#### 4. Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment? (Yes/No)

Yes. To ensure smooth role transitions and career advancement after retirement or termination, we encourage all employees to utilize our organizational learning platform, which offers training, upskilling, and cross-skilling in in-demand technologies and platforms.

#### 5. Details on assessment of value chain partners:

|                             | % Of value chain partners (by value of business done with such partners) that were assessed |
|-----------------------------|---|
| Health and safety practices | 0%  |
| Working Conditions          | 0% *  |

\* 100% of new suppliers are screened for human rights violations by the Risk Intelligence tool during the supplier on-boarding stage.

LTIMindtree expects that all value chain partners comply with applicable health, safety, and working condition regulations. All the suppliers must adhere to our Supplier Code of Conduct, sustainable practices, and corporate governance standards. The company enforces a zero-tolerance policy for human rights violations and ensures healthy working environments.

**6. Provide details of any corrective actions taken or underway to address significant risks/concerns arising from assessments of health and safety practices and working conditions of value chain partners.**

None. No negative impact related to human rights has been identified in new suppliers screening.

**Principle 4: Businesses should respect the interests of and be responsive to all its stakeholders**

**Essential Indicators**

**1. Describe the processes for identifying key stakeholder groups of the entity.**

LTIMindtree emphasizes stakeholder identification and engagement, prioritizing key segments based on their impact on the organization and vice versa. This engagement encompasses a wide range of stakeholders to deepen our understanding of their needs and expectations, enabling the development of sustainable strategies across short, medium, and long-term horizons. Additionally, it allows us to effectively manage risks and capitalize on opportunities within our business operations.

Through consultation with the management, the company has recognized key stakeholders, including customers, employees, investors, suppliers, industry bodies like NASSCOM and CII, governments, etc.

Our engagement methods vary from structured approaches like surveys and account statements to unstructured interactions such as town halls and one-on-one meetings. These engagements are scheduled based on mutual convenience and necessity, occurring as needed, periodically (monthly/quarterly/annually), or through ongoing channels like our website and social media platforms.

To ensure ongoing dialogue with stakeholders, we have established a diverse range of forums that collect their concerns, providing valuable inputs for our policies, strategies, actions, and materiality assessments. Continuously evolving these platforms allows us to stay attuned to stakeholder expectations, serving as a vital source of feedback for LTIMindtree. We periodically revamp and refine these engagement platforms in response to evolving stakeholder needs and business requirements.

**2. List stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group.**

| Stakeholder Group | Whether identified as Vulnerable & Marginalized Group (Yes/No) | Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other   | Frequency of engagement (Annually/Half yearly/ Quarterly/others – please specify)                | Purpose and scope of engagement including key topics and concerns raised during such engagement  |
|-------------------|--|---|--|--|
| Clients           | No   | <ul style="list-style-type: none"> <li>Client Satisfaction Survey (CSAT) through independent third-party consultants</li> <li>Client Satisfaction Survey (CSS) tool</li> <li>Project-related calls and meetings</li> <li>Project management reviews</li> <li>Relationship meetings and reviews</li> <li>Steering committee meetings/ Quarterly Business Reviews (QBRs) and briefings on client visits</li> <li>Responses to Request for Information (RFI)/Request for Proposal (RFP)</li> <li>Mailers, newsletters, and brochures</li> <li>Corporate website</li> <li>Social media</li> </ul> | <ul style="list-style-type: none"> <li>Annually</li> <li>Half-yearly</li> <li>Ongoing</li> </ul> | <ul style="list-style-type: none"> <li>Client feedback and satisfaction</li> <li>Quality of work delivered, business value, resilience, and innovation</li> <li>Understanding the client, industry, and business challenges</li> <li>Identifying opportunities to improve our services for cross-selling</li> <li>Deciding on investments and capabilities required to fulfil demand</li> <li>Understanding client's data privacy and security requirements</li> </ul> |

| Stakeholder Group          | Whether identified as Vulnerable & Marginalized Group (Yes/No) | Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other   | Frequency of engagement (Annually/Half yearly/ Quarterly/others – please specify)   | Purpose and scope of engagement including key topics and concerns raised during such engagement  |
|----------------------------|--|---|---|--|
| Employees                  | No   | <ul style="list-style-type: none"> <li>• Ultima Works intranet</li> <li>• Roadshows</li> <li>• Rhythm – Employee engagement framework: employee appreciation week, festive celebrations, HR open house connects, financial planning webinars, and location-specific cultural events, CEO connect, Leadership townhalls, Rewards &amp; Recognition program</li> <li>• Total wellbeing: Financial, social, physical and mental well-being programs, webinars, medical assistance, EAP</li> <li>• Conflict and grievance resolution through grievance handling &amp; Prevention of Sexual Harassment (POSH) systems</li> <li>• Training &amp; development through the Shoshin platform</li> <li>• Creativity &amp; innovation through Gigspace</li> <li>• Career and learning through Learn, Grow, Lead (LGL) program, Talent Central, Shoshin School, My Career My Growth, Succession Planning, Learn to Grow, Lead, and MPower</li> <li>• Alumni engagement through alumni portal</li> </ul> | <ul style="list-style-type: none"> <li>• Ongoing</li> <li>• Quarterly</li> <li>• Annual</li> </ul>                          | <ul style="list-style-type: none"> <li>• Overall employee motivation &amp; satisfaction</li> <li>• Retaining critical talent</li> <li>• Driving a high-performance culture</li> <li>• Providing career pathways and growth opportunities for key talent and high performers</li> <li>• Building a rewarding culture for recognising key contributions of our employees</li> <li>• Inculcating innovative work practices among employees</li> <li>• Building a culture that thrives on values and inclusivity.</li> <li>• Creating equal opportunities for holistic development and career progression</li> </ul>                             |
| Investors and Shareholders | No   | <ul style="list-style-type: none"> <li>• Investors page on the website</li> <li>• Integrated annual report</li> <li>• Stock exchange notifications</li> <li>• AGM</li> <li>• Press conferences &amp; newsroom releases</li> <li>• Investor meetings, conferences and non-deal roadshows</li> <li>• Quarterly earnings call</li> <li>• Investor day</li> </ul>   | <ul style="list-style-type: none"> <li>• Annually</li> <li>• Quarterly</li> <li>• Event-based</li> <li>• Ongoing</li> </ul> | <ul style="list-style-type: none"> <li>• Educating the investor community about LTIMindtree's value creation model and business strategy for the long term</li> <li>• Apprise and explain to investors about the IT services industry's dynamics and LTIMindtree's performance</li> <li>• Enabling shareholders to participate effectively in General Meetings and vote on the matters related to the Company, along with the additional right of demanding poll</li> <li>• Helping investors voice their concerns regarding company policies, reporting, strategy, etc. and addressing them adequately and to their satisfaction</li> </ul> |

| Stakeholder Group                | Whether identified as Vulnerable & Marginalized Group (Yes/No) | Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other   | Frequency of engagement (Annually/Half yearly/ Quarterly/others – please specify)              | Purpose and scope of engagement including key topics and concerns raised during such engagement  |
|----------------------------------|--|---|--|--|
| Suppliers                        | No   | Emails<br>S360 portal<br>Vendor meets   | <ul style="list-style-type: none"> <li>Ongoing</li> </ul>                                      | <ul style="list-style-type: none"> <li>Creating awareness and greater visibility of the company's performance and receiving valuable suggestions</li> <li>Understanding shareholder and investor expectations from the company</li> <li>Stronger partnerships</li> <li>Demand sustainability</li> <li>Credit worthiness</li> <li>Ethical behavior</li> <li>Fair business practices</li> <li>Governance</li> <li>Diversity</li> <li>Automated performance monitoring</li> <li>Training</li> </ul> |
| Government and Regulatory Bodies | No   | <ul style="list-style-type: none"> <li>Workshops</li> <li>Industry events.</li> <li>Filing of forms/disclosures by the company</li> <li>Investors page on the website</li> </ul>                                  | <ul style="list-style-type: none"> <li>Annual</li> <li>Event-based</li> <li>Ongoing</li> </ul> | <ul style="list-style-type: none"> <li>Ethical governance</li> <li>Sustainability disclosures</li> <li>Ensuring 100% compliance to all applicable regulations</li> </ul>   |
| Communities                      | Yes  | <ul style="list-style-type: none"> <li>Community meetings</li> <li>Pamphlets</li> <li>Newspaper</li> </ul>  | <ul style="list-style-type: none"> <li>Ongoing</li> </ul>                                      | <ul style="list-style-type: none"> <li>Needs of the community</li> <li>Listening to feedback from the community on the impact of projects executed recently</li> </ul>   |
| Industrial Bodies                | No   | <ul style="list-style-type: none"> <li>Conferences and seminars</li> <li>Committee meetings</li> <li>Surveys</li> </ul>   | <ul style="list-style-type: none"> <li>Ongoing</li> </ul>                                      | <ul style="list-style-type: none"> <li>Understanding areas for sustainable development and leveraging best practices</li> <li>Public policy advocacy</li> <li>Working together to develop solutions for global challenges</li> </ul>   |
| Media                            | No   | <ul style="list-style-type: none"> <li>Corporate websites</li> <li>Press releases</li> <li>Media opportunities -interviews, bylines, quotes</li> <li>Sponsored (industry) events/ marketplace presence</li> </ul> | <ul style="list-style-type: none"> <li>Ongoing</li> </ul>                                      | <ul style="list-style-type: none"> <li>Communicating the Company's strategy, performance, and way forward</li> <li>Amplifying LTIMindtree's brand as a responsible corporation</li> <li>Safeguarding the reputation of the Company</li> <li>Showcasing thought leadership and Company capabilities</li> <li>Driving business development and insight into public and business concerns</li> </ul>  |
| Academics Institutions           | No   | <ul style="list-style-type: none"> <li>Campus recruitment drives</li> <li>Community meetings</li> <li>Corporate and career website</li> <li>Notice board</li> <li>Email</li> </ul>                                | <ul style="list-style-type: none"> <li>Ongoing</li> </ul>                                      | <ul style="list-style-type: none"> <li>Job creation</li> <li>Internship opportunities</li> </ul>   |

## Leadership Indicators

### 1. Provide the processes for consultation between stakeholders and the Board on economic, environmental, and social topics or if consultation is delegated, how is feedback from such consultations provided to the Board.

As the highest governing body, the Board is tasked with implementing and overseeing business responsibility policies. It ensures effective governance through its various specialized committees: Audit Committee, Nomination and Remuneration Committee, Stakeholders' Relationship Committee, Risk Management Committee, Corporate Social Responsibility Committee, and Strategic Investment Committee.

These committees convene regularly to review their respective focus areas and consider stakeholder feedback and concerns. The CSR Committee, established by the Board, plays a pivotal role in monitoring and reviewing sustainability and ESG issues, including climate change and biodiversity.

The internal CSR team identifies projects that align with key focus areas such as Education, Empowerment, Health & Nutrition, and Environment. These projects, along with budget recommendations, are reviewed and endorsed by the CSR Committee before being presented to the Board. The CSR Committee meets on a quarterly basis to deliberate and make decisions on CSR initiatives. The Chairperson of the CSR Committee updates the Board of Directors during board meetings, ensuring transparency and accountability in CSR efforts.

The Board of Directors carefully examines the issues and risks that impact the Company's long-term performance, while also approving strategic matters and initiatives. Board members engage in meaningful discussions about the Company's ESG initiatives, encouraging the senior management to lead efforts that go beyond regulatory requirements.

The CFO submits his annual confirmation certificate to the CSR Committee and the Board of Directors, confirming that the CSR funds disbursed have been utilized for the purposes and in a manner as approved.

### 2. Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes/No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.

Yes, we actively consult with stakeholders to identify and manage Environmental and Social topics. Stakeholders are identified through materiality assessments and engagement exercises.

- Customer feedback is integrated into decision-making, strategy, and the development of green solutions to meet their environmental needs.
- We utilize pulse polls, feedback platforms, and surveys to identify employee pain points and improve processes and policies.
- Feedback from suppliers helps improve collaboration.
- An internal portal, such as the iSupport/Green Card system, is used to register employee concerns.
- We consult with PCB authorities to meet legal requirements.
- Engaging with partners helps us understand the feasibility and benefits of initiatives before implementation.
- Regular Safety Committee meetings address Occupational Health and Safety (OHS) topics, discuss measures to bridge gaps, and include participants from all departments as well as medical center staff such as nurses and doctors.
- As part of our CSR charter, we adopt a systematic approach to ensure effective stakeholder identification, communications, and engagement with NGOs and beneficiaries based on geography, focus area, and impact. We organize consultation sessions, focused meetings, and progress reviews where stakeholders share insights and concerns that help us gather valuable feedback. This is then synthesized with NGO partners and incorporated for appropriate actions in project design, implementation, and impact measurement.

### 3. Provide details of instances of engagement with, and actions taken to, address the concerns of vulnerable/marginalized stakeholder groups.

We have engaged with NGOs to support vulnerable and marginalized communities, providing us with invaluable insights and direct connections. Our collaborative efforts begin with thorough needs assessments conducted alongside our NGO partners



to pinpoint the unique challenges these communities face, ensuring our interventions are precisely targeted. We develop customized CSR programs that address specific needs, focusing on areas such as education, skill development, healthcare, livelihood improvement, and empowerment.

By actively involving vulnerable groups in the planning, execution, and evaluation of our projects, we ensure their voices are heard, creating a sense of ownership and empowerment. To create a sustainable impact, we prioritize capacity-building through training, workshops, and mentorship initiatives, equipping these communities with the skills, knowledge, and resources needed to enhance their socioeconomic conditions.

Our partnerships extend to governmental bodies, civil society organizations, and other stakeholders, allowing us to pool resources and expertise for maximum impact. Mechanisms are in place to monitor and evaluate the effectiveness of our interventions, with regular assessments and feedback loops to track progress, identify areas for improvement, and ensure lasting positive outcomes.

## Principle 5: Businesses should respect and promote human rights

### Essential Indicators

1. Employees who have been provided training on human rights issues and policy(ies) of the entity, in the following format:

| Category               | FY 2024-25<br>Current Financial Year |                              |             | FY 2023-24<br>Previous Financial Year |                              |             |
|------------------------|--------------------------------------|------------------------------|-------------|---------------------------------------|------------------------------|-------------|
|                        | Total (A)                            | No. of employees covered (B) | % (B/A)     | Total (C)                             | No. of employees covered (D) | % (D/C)     |
| <b>Employees</b>       |                                      |                              |             |                                       |                              |             |
| Permanent              | 84,307                               | 84,307                       | 100%        | 81,650                                | 81,650                       | 100%        |
| Other than Permanent   | 3,782                                | 3,782                        | 100%        | 3,952                                 | 3,952                        | 100%        |
| <b>Total Employees</b> | <b>88,089</b>                        | <b>88,089</b>                | <b>100%</b> | <b>85,602</b>                         | <b>85,602</b>                | <b>100%</b> |

Note: In FY 2024-25, 100% of LTIMindtree employees are trained on human rights issues.

2. Details of minimum wages paid to employees, in the following format:

| Category             | FY 2024-25<br>Current Financial Year |                          |         |                           |         | FY 2023-24<br>Previous Financial Year |                          |         |                           |         |
|----------------------|--------------------------------------|--------------------------|---------|---------------------------|---------|---------------------------------------|--------------------------|---------|---------------------------|---------|
|                      | Total (A)                            | Equal to<br>Minimum Wage |         | More than<br>Minimum Wage |         | Total (D)                             | Equal to<br>Minimum Wage |         | More than<br>Minimum Wage |         |
|                      |                                      | No. (B)                  | % (B/A) | No. (C)                   | % (C/A) |                                       | No. (E)                  | % (E/D) | No. (F)                   | % (F/D) |
| Employees            |                                      |                          |         |                           |         |                                       |                          |         |                           |         |
| Permanent            | 84,307                               | NIL                      | 0%      | 84,307                    | 100%    | 81,650                                | NIL                      | 0%      | 81,650                    | 100%    |
| Male                 | 58,661                               | NIL                      | 0%      | 58,661                    | 100%    | 56,566                                | NIL                      | 0%      | 56,566                    | 100%    |
| Female               | 25,606                               | NIL                      | 0%      | 25,606                    | 100%    | 25,061                                | NIL                      | 0%      | 25,061                    | 100%    |
| Others               | 40                                   | NIL                      | 0%      | 40                        | 100%    | 23                                    | NIL                      | 0%      | 23                        | 100%    |
| Other than permanent | 3,782                                | Nil                      | 0%      | 3,782                     | 100%    | 3,952                                 | Nil                      | 0%      | 3,952                     | 100%    |
| Male                 | 2,614                                | Nil                      | 0%      | 2,614                     | 100%    | 2,873                                 | Nil                      | 0%      | 2,873                     | 100%    |
| Female               | 919                                  | Nil                      | 0%      | 919                       | 100%    | 871                                   | Nil                      | 0%      | 871                       | 100%    |
| Others               | 249                                  | Nil                      | 0%      | 249                       | 100%    | 208                                   | Nil                      | 0%      | 208                       | 100%    |

Note: All our employees- permanent and other than permanent, are paid more than minimum wages as mandated by the local laws and regulations of the countries we operate in.



### 3. Details of remuneration/salary/wages

#### a. Median remuneration/wages:

|   | Male   |   | Female |   | Others |   |
|---|--------|---|--------|---|--------|---|
|   | Number | Median remuneration/salary/wages of respective category (INR) | Number | Median remuneration/salary/wages of respective category (INR) | Number | Median remuneration/salary/wages of respective category (INR) |
| <b>Board of Directors (BoDs)</b>          | 10     | 41,12,500   | 1      | 44,62,500   | -      | -   |
| <b>a. Executive Directors</b>             | 3      | 11,36,56,841*   | -      | -   | -      | -   |
| <b>b. Non-Executive Directors</b>         | 7      | 34,56,250^  | 1      | 44,62,500   | -      | -   |
| <b>Key Managerial Personnel</b>           | 2      | 1,03,62,082®  | 1      | 54,72,986   | -      | -   |
| <b>Employees other than BoDs and KMPs</b> | 58,657 | 17,22,816   | 25,605 | 12,13,728   | 40     | 57,97,363   |

\*Median has been derived factoring Mr. Venugopal Lambu's appointment as CEO-Designate & Whole-time Director w.e.f. January 24, 2025 and Mr. Sudhir Chaturvedi's resignation as Whole-time Director w.e.f. January 27, 2025.

^Median has been derived factoring Mr. A.M. Naik's association as Founder Chairman upto June 26, 2024.

®Median has been derived factoring Mr. Vinit Teredesai's association as Chief Financial Officer upto April 24, 2024.

#### b. Gross wages paid to females as % of total wages paid by the entity, in the following format:

|   | FY 2024-25<br>(Current Financial Year) | FY 2023-24<br>(Previous Financial Year) |
|---|--|---|
| Gross wages paid to females as % of total wages | 21.97%                                 | 21.60%                                  |

### 4. Do you have a focal point (Individual/Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business?

Our Code of Conduct (COC) Committee ensures compliance with ethical standards, while the Whistleblowing Investigation Committee addresses reported violations and takes appropriate actions to resolve them effectively.

### 5. Describe the internal mechanisms in place to redress grievances related to human rights issues.

We are committed to upholding human rights principles at all operational levels and instilling these values in our employees. We encourage employees to report any suspected unethical practices or violations directly at [whistleblower@ltimindtree.com](mailto:whistleblower@ltimindtree.com). We have implemented the Prevention of Sexual Harassment (POSH) Policy to ensure adherence to applicable laws and promote a culture of respect and inclusivity.

Our reporting procedures extend globally, with specific provisions for the UK region. Our employees have access to various forums to raise concerns and our Grievance Redressal Policy encourages employees to report issues which will be addressed promptly, fairly, and impartially by dedicated teams. All reported concerns are managed with sensitivity and undergo an investigation process. Appropriate actions, with timely and thorough resolutions including disciplinary measures, are taken where necessary, and seek regulatory assistance as needed. These mechanisms ensure a fair and responsive approach to addressing grievances.

### 6. Number of Complaints on the following made by employees:

|                                   | FY 2024-25            |                                       |         | FY 2023-24            |                                       |         |
|-----------------------------------|-----------------------|---------------------------------------|---------|-----------------------|---------------------------------------|---------|
|                                   | Filed during the year | Pending resolution at the end of year | Remarks | Filed during the year | Pending resolution at the end of year | Remarks |
| Sexual Harassment                 | 10*                   | 1                                     | Nil     | 14**                  | 2                                     | Nil     |
| Discrimination at workplace       | Nil                   | Nil                                   | Nil     | Nil                   | Nil                                   | Nil     |
| Child Labor                       | Nil                   | Nil                                   | Nil     | Nil                   | Nil                                   | Nil     |
| Forced Labor/Involuntary Labor    | Nil                   | Nil                                   | Nil     | Nil                   | Nil                                   | Nil     |
| Wages                             | Nil                   | Nil                                   | Nil     | Nil                   | Nil                                   | Nil     |
| Other human rights related issues | Nil                   | Nil                                   | Nil     | Nil                   | Nil                                   | Nil     |

#### FY 2024-25 Note:

\* 10(Ten) cases were reported in FY 2024-25, out of which 8 (eight) pertain to India jurisdiction and 2 (Two) were reported outside India which are covered under the LTIMindtree POSH policy and not the POSH Redressal Act of India.

Out of the 8 (Eight) cases reported in India, 7 (Seven) were closed and review of 1 (one) case is in progress.

Out of the 7 (Seven) cases closed in India, all 7 (seven) were proven.

Out of the 2 (Two) cases reported outside India, 1 (one) was proven and 1 (one) was not proven.

2 cases carried forwarded from FY 2023-24 (reported in India), both were proven & closed.

#### FY 2023-24 Note:

\*\* 14 (Fourteen) cases were reported in FY 2023-24, out of which 12 (Twelve) pertain to India jurisdiction and 2 (Two) were reported outside India which are covered under the LTIMindtree POSH policy and not the POSH Redressal Act of India.

Out of the 12 (Twelve) cases reported in India, 10 (Ten) were closed and review of 2 (Two) are in progress.

Out of the 10 (Ten) closed, 8 (Eight) were upheld and 2 (Two) were not proven.

Out of the 2 (Two) cases reported outside India, both were proven and closed.

## 7. Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 in the following format:

|   | FY 2024-25<br>(Current<br>Financial Year) | FY 2023-24<br>(Previous<br>Financial Year) |
|---|---|--|
| Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH) | 8*  | 12**                                       |
| Complaints on POSH as a % of female employees   | 0.033%                                    | 0.046%                                     |
| Complaints on POSH upheld   | 7   | 8  |

#### FY 2024-25 Note:

\* 10(Ten) cases were reported in FY 2024-25, out of which 8 (eight) pertain to India jurisdiction and 2 (Two) were reported outside India which are covered under the LTIMindtree POSH policy and not the POSH Redressal Act of India.

Out of the 8 (Eight) cases reported in India, 7 (Seven) were closed and review of 1 (one) case is in progress.

Out of the 7 (Seven) cases closed in India, all 7 (seven) were proven.

Out of the 2 (Two) cases reported outside India, 1 (one) was proven and 1 (one) was not proven.

2 cases carried forwarded from FY 2023-24 (reported in India), both were proven & closed.

#### FY 2023-24 Note:

\*\* 14 (Fourteen) cases were reported in FY 2023-24, out of which 12 (Twelve) pertain to India jurisdiction and 2 (Two) were reported outside India which are covered under the LTIMindtree POSH policy and not the POSH Redressal Act of India.

Out of the 12 (Twelve) cases reported in India, 10 (Ten) were closed and review of 2 (Two) are in progress.

Out of the 10 (Ten) closed, 8 (Eight) were upheld and 2 (Two) were not proven.

Out of the 2 (Two) cases reported outside India, both were proven and closed.

## 8. Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases.

LTIMindtree is committed to creating a safe and inclusive work environment, free from discrimination, harassment, and retaliation. Our policies, including the Whistleblower and POSH policies, are designed to prevent such incidents and ensure the protection of associates who report concerns. An Internal Committee (IC) has been established to oversee employee behavior regarding harassment and has the authority to issue interim orders to safeguard complainants and witnesses from any form of victimization.

To maintain fairness and confidentiality, LTIMindtree ensures the protection of all parties involved in whistleblowing or discrimination cases, including the respondent, whistleblower, and witnesses, in accordance with legal and investigative requirements. We maintain a culture of non-vindictiveness, guaranteeing that whistleblowers will not face retaliation for raising protected concerns unless they are deemed abusive or false by the Whistleblowing Investigation Committee (WBIC).

If any whistleblower feels that their concern has not been adequately addressed or if they face any form of victimization, they can escalate the matter to the WBIC for further investigation and action. We prioritize confidentiality and the safety of complainants by limiting access to case-related information to authorized individuals, such as the IC and WBIC. All parties involved in the process are obligated to adhere to strict confidentiality measures, and any retaliatory actions are subject to disciplinary proceedings.

LTIMindtree ensures that no associate faces retaliation for reporting concerns related to discrimination, harassment, or any integrity issues. Our non-retaliation policy extends to protecting individuals who make reports in good faith or cooperate in investigations. Disciplinary measures are applied in cases where retaliation is identified. All concerns regarding discrimination or harassment are handled with the utmost confidentiality, and strict actions are taken against individuals engaging in retaliatory behavior.

**9. Do human rights requirements form part of your business agreements and contracts? (Yes/No)**

Yes, human rights requirements form part of our business agreements and contracts. LTIMindtree integrates human rights clauses into all Purchase Orders and Master Service Agreements (MSAs) to ensure alignment with the principles of the UN Global Compact (UNGC). These clauses are communicated to suppliers and partners through our Supplier Code of Conduct, which emphasizes compliance with regulatory requirements and upholding integrity. Suppliers must adhere to the human rights standards specified in the Supplier Code of Conduct. In exceptional cases, vendors may propose their own code, which will be reviewed and reconciled by our legal team. Also, we utilize a risk intelligence tool to conduct due diligence of all active suppliers. This automated risk intelligence system supports our global third-party due diligence efforts by screening sanctions, regulatory compliance, financial irregularities, human right violations and adverse media coverage. It also enables continuously monitoring third parties for risks related to anti-money laundering, bribery, corruption, and modern slavery, ensuring that LTIMindtree avoids associations with partners that may pose a reputational risk.

**10. Assessments for the year:**

|                             | % Of your plants and offices that were assessed (By entity or statutory authorities or third parties) |
|-----------------------------|---|
| Child Labor                 | 0%  |
| Forced/involuntary Labor    | 0%  |
| Sexual harassment           | 100%*   |
| Discrimination at workplace | 0%  |
| Wages                       | 0%  |
| Others- please specify      | 0%  |

LTIMindtree internally monitors compliance with all relevant laws and policies pertaining to these aspects at 100% of its offices.

**11. Provide details of any corrective actions taken or underway to address significant risks/concerns arising from the assessments at Question 10 above.**

\*Gap analysis was conducted to ensure 100% awareness coverage on POSH for support level staff and this was addressed by carrying out POSH sessions through vernacular trainings.

## Leadership Indicators

**1. Details of a business process being modified/introduced as a result of addressing human rights grievances/complaints.**

Human rights are a fundamental part of our governance framework, and our Human Rights Policy embodies our commitment to treating all employees with dignity and respect while maintaining a zero-tolerance approach toward any form of abuse or violation.

As an annual business participant to the United Nations Global Compact (UNGC), we adhere to the principles outlined in the UN Universal Declaration of Human Rights. Although we have received no human rights complaints, we proactively review and update our policies and processes to prevent any potential issues.

To ensure compliance across our value chain, we require vendors and partners to strictly follow our Code of Conduct, Supplier Code of Conduct and POSH policies. These ongoing efforts help us strengthen our human rights practices and maintain a solid track record.

**2. Details of the scope and coverage of any Human rights due diligence conducted.**

Our human resources department drives the implementation of human rights policies and processes to ensure adherence across the organization. The Code of Conduct (CoC) underpins our commitment to ethical practices, applying to the Board of Directors, senior management, and all employees. Through annual affirmations covering aspects like anti-trust behavior, data security, and human rights, we cultivate a culture of transparency and accountability. Our Whistleblower Policy ensures

confidentiality and robust identity protection for both permanent and contractual employees, along with efficient mechanisms to address grievances. Vendors and service providers are required to comply with our Supplier Code of Conduct, covering human rights.

### 3. Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016?

Yes, our offices and facilities are fully accessible to individuals with disabilities, in accordance with the requirements of the Rights of Persons with Disabilities Act, 2016. We prioritize accessibility by incorporating features such as wheelchair parking spaces, adjustable workstations, ramps at entrances, specially designed washrooms with grab bars and tactile flooring. Additionally, we have installed panic buttons in restrooms designated for Persons with Disabilities (PwD) across our facilities in India to enable quick communication with security in case of an emergency.

### 4. Details on assessment of value chain partners

|                                | % Of your value chain partners (by value of business done with such partners) that were assessed  |
|--------------------------------|---|
| Sexual harassment              | Our value chain partners were assessed according to various aspects, including ESG criteria, Modern Slavery compliance, Information Security & Privacy, Business Continuity Planning (BCP) etc. The assessment was conducted for Tier A vendors, which included 7 vendors.  |
| Discrimination at workplace    | 100% of new suppliers are screened for human rights violations by the Risk intelligence tool during the supplier on-boarding stage.   |
| Child Labor                    | The Company's Supplier Code of Conduct and the corresponding contractual clauses in vendor agreements address key ethical standards. These principles ensure the provision of a safe, healthy, and respectful work environment, where all workers are paid in accordance with, or above, the legal minimum wage requirements. They emphasize respect for human rights, prohibit discrimination, and uphold a zero-tolerance policy for child labour, forced labour, slavery, human trafficking, and any form of harassment. Additionally, activities that may compromise safety or security are prohibited. All suppliers are required to sign the Code of Conduct as a condition of engagement and are expected to fully comply with its guidelines. |
| Forced Labor/Involuntary Labor |   |
| Wages                          |   |
| Others- please specify         |   |

### 5. Provide details of any corrective actions taken or underway to address significant risks/concerns arising from the assessments at Question 4 above.

No negative impact related to human rights has been identified in new suppliers screening. For FY24-25, assessments are currently In-progress for other suppliers. As of now no significant risks or concerns were identified during this assessment. Therefore, no specific corrective actions were required. However, we continue to maintain our proactive measures to ensure compliance and promptly address any potential issues.

## Principle 6: Businesses should respect and make efforts to protect and restore the environment

### Essential Indicators

#### 1. Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format:

| Parameter   | FY 2024-25<br>(Current<br>Financial Year) | FY 2023-24<br>(Previous<br>Financial Year) |
|---|---|--|
| <b>From renewable sources</b>                                   |   |  |
| Total electricity consumption (A)                               | 137,362 GJ                                | 86,446 GJ                                  |
| Total fuel consumption (B)                                      | 0   | 0  |
| Energy consumption through other sources (C)                    | 0   | 0  |
| <b>Total energy consumed from renewable sources (A+B+C)</b>     | <b>137,362 GJ</b>                         | <b>86,446 GJ</b>                           |
| <b>From non-renewable sources</b>                               |   |  |
| Total electricity consumption (D)                               | 90,316 GJ                                 | 108,496 GJ                                 |
| Total fuel consumption (E)                                      | 14,305 GJ                                 | 3,712 GJ                                   |
| Energy consumption through other sources (F)                    | 0   | 0  |
| <b>Total energy consumed from non-renewable sources (D+E+F)</b> | <b>104,621 GJ</b>                         | <b>112,208 GJ</b>                          |
| <b>Total energy consumed (A+B+C+D+E+F)</b>                      | <b>241,984 GJ</b>                         | <b>198,654 GJ</b>                          |

| Parameter   | FY 2024-25<br>(Current<br>Financial Year) | FY 2023-24<br>(Previous<br>Financial Year) |
|---|---|--|
| Energy intensity per rupee of turnover (Total energy consumed/Revenue from operations)  | 6.37 GJ/crore                             | 5.59 GJ/crore                              |
| Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)<br>(Total energy consumed/Revenue from operations adjusted for PPP) | 14.26 GJ/million<br>USD                   | 12.80 GJ/million<br>USD                    |
| Energy intensity in terms of physical output  | 2.86 GJ/<br>employee                      | 2.55 GJ/<br>employee                       |
| Energy intensity (optional) – the relevant metric may be selected by the entity   | 0.030 GJ/sq ft                            | 0.0553 GJ/sq ft                            |

**Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.**

The metrics in this BRSR are reported according to Global Reporting Initiative Standards based on WRI (World Resource Institute), WBCSD (World Business Council for Sustainable Development), and GHG protocol. The same has been independently assured by TUV India Private Limited, a third-party agency via a reasonable level of assurance based on Global Reporting Initiative (GRI) Sustainability Reporting, AA1000AS Assurance Standard from Accountability, International Standard on Assurance Engagements 3000 (ISAE 3000 Revised) from the International Federation of Accountants, and international assurance best practices.

- 2. Does the entity have any sites/facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Y/N) If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any.**

The Perform, Achieve, and Trade (PAT) scheme is a regulatory instrument that aims to reduce specific energy consumption in energy intensive industries. As LTIMindtree is an IT Service Company, this question holds no relevance to our scope of services.

- 3. Provide details of the following disclosures related to water, in the following format**

| Parameter   | FY 2024-25<br>(Current<br>Financial Year) | FY 2023-24<br>(Previous<br>Financial Year) |
|---|---|--|
| <b>Water withdrawal by source (in kiloliters)</b>   |   |  |
| (i) Surface water   | 1   | 6,420                                      |
| (ii) Groundwater  | 7,587                                     | 4,264                                      |
| (iii) Third party water   | 348,566                                   | 314,079                                    |
| - Municipal Corporation   | 239,222                                   | 182,434                                    |
| - Private Suppliers   | 104,400                                   | 127,927                                    |
| - Packaged Water  | 4,944                                     | 3,718                                      |
| (iv) Seawater/desalinated water   | 0   | 0  |
| (v) Others (Rainwater + Water generated from Moisture in Air)   | 8,700                                     | 8,961                                      |
| <b>Total volume of water withdrawal (in kiloliters) (i + ii + iii + iv + v)</b>   | <b>364,854</b>                            | <b>333,724</b>                             |
| <b>Total volume of water consumption (in kiloliters)</b>  | <b>361,833</b>                            | <b>333,724</b>                             |
| Water intensity per rupee of turnover (Total water consumption/Revenue from operations)   | 9.52 kl/crore                             | 9.40 kl/crore                              |
| Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption/Revenue from operations adjusted for PPP) | 21.32 kl/million<br>USD                   | 21.50 kl/million<br>USD                    |
| Water intensity in terms of physical output   | 4.28 kl/employee                          | 4.29 kl/employee                           |
| Water intensity (optional) – the relevant metric may be selected by the entity  | 0.045 kl/sq ft                            | 0.093 kl/sq ft                             |

**Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.**

The metrics in this BRSR are reported according to Global Reporting Initiative Standards based on WRI (World Resource Institute), WBCSD (World Business Council for Sustainable Development), and GHG protocol. The same has been independently assured by TUV India Private Limited, a third-party agency via a reasonable level of assurance based on Global Reporting Initiative (GRI) Sustainability Reporting, AA1000AS Assurance Standard from Accountability, International Standard on Assurance Engagements 3000 (ISAE 3000 Revised) from the International Federation of Accountants, and international assurance best practices.

#### 4. Provide the following details related to water discharged:

| Parameter  | FY 2024-25<br>(Current<br>Financial Year) | FY 2023-24<br>(Previous<br>Financial Year) |
|--|---|--|
| <b>Water discharge by destination and level of treatment (in kiloliters)</b> |   |  |
| (i) To Surface water   |   |  |
| - No treatment   | 0   | 0  |
| - With treatment – please specify level of treatment                         | 0   | 0  |
| (ii) To Groundwater  |   |  |
| - No treatment   | 0   | 0  |
| - With treatment – please specify level of treatment                         | 0   | 0  |
| (iii) To Seawater  |   |  |
| - No treatment   | 0   | 0  |
| - With treatment – please specify level of treatment                         | 0   | 0  |
| (iv) Sent to third-parties   |   |  |
| - No treatment   | 0   | 0  |
| - With treatment – please specify level of treatment - Tertiary treatment    | 0   | 2,219                                      |
| (v) Others – Discharged to State Sewerage Board                              |   |  |
| - No treatment   | 3,021                                     | 0  |
| - With treatment – please specify level of treatment                         | 0   | 0  |
| <b>Total water discharged (in kiloliters)</b>                                | <b>3,021</b>                              | <b>2,219</b>                               |

**Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.**

The metrics in this BRSR are reported according to Global Reporting Initiative Standards based on WRI (World Resource Institute), WBCSD (World Business Council for Sustainable Development), and GHG protocol. The same has been independently assured by TUV India Private Limited, a third-party agency via a reasonable level of assurance based on Global Reporting Initiative (GRI) Sustainability Reporting, AA1000AS Assurance Standard from Accountability, International Standard on Assurance Engagements 3000 (ISAE 3000 Revised) from the International Federation of Accountants, and international assurance best practices.

#### 5. Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation.

Yes, LTIMindtree is dedicated to achieving Zero Liquid Discharge (ZLD) across its owned campuses with advanced Sewage Treatment Plants (STPs), ensuring that treated water is efficiently reused for landscaping, HVAC systems, gardening, and restroom flushing. At leased sites, arrangements with builders and local authorities allow treated water to be discharged into drainage networks in compliance with regulations.

The Company implements water management practices, including rainwater harvesting and conservation measures, to optimize water usage and promote sustainable water management. This approach reduces reliance on freshwater resources and minimizes pollution associated with wastewater discharge.

#### 6. Please provide details of air emissions (other than GHG emissions) by the entity, in the following format:

| Parameter                           | Please specify<br>unit | FY 2024-25 | FY 2023-24 |
|-------------------------------------|------------------------|------------|------------|
| No <sub>x</sub>                     | Kg                     | 52         | 94         |
| So <sub>x</sub>                     | Kg                     | 14         | 21         |
| Particulate matter (PM)             | Kg                     | 60         | 106        |
| Persistent organic pollutants (POP) | -                      | -          | -          |
| Volatile organic compounds (VOC)    | -                      | -          | -          |
| Hazardous air pollutants (HAP)      | -                      | -          | -          |
| Others- Carbon Monoxide (CO)        | Kg                     | 54         | -          |

**Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.**

The metrics in this BRSR are reported according to Global Reporting Initiative Standards based on WRI (World Resource Institute), WBCSD (World Business Council for Sustainable Development), and GHG protocol. The same has been independently assured by TUV India Private Limited, a third-party agency via a reasonable level of assurance based on Global Reporting Initiative (GRI) Sustainability Reporting, AA1000AS Assurance Standard from Accountability, International Standard on Assurance Engagements 3000 (ISAE 3000 Revised) from the International Federation of Accountants, and international assurance best practices.

**7. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) and its intensity in the following format:**

| Parameter  | Unit  | FY 2024-25<br>(Current<br>Financial Year) | FY 2023-24<br>(Previous<br>Financial Year) |
|--|---|---|--|
| <b>Total Scope 1 emissions</b><br>(Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)                            | Metric tonnes of CO <sub>2</sub> equivalent                       | 1,542                                     | 1,663                                      |
| <b>Total Scope 2 emissions</b><br>(Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)                            | Metric tonnes of CO <sub>2</sub> equivalent                       | 18,239                                    | 22,937                                     |
| <b>Total Scope 1 and Scope 2 emission intensity per rupee of turnover</b><br>(Total Scope 1 and Scope 2 GHG emissions/Revenue from operations)   | Metric tonnes of CO <sub>2</sub> equivalent per crore of turnover | 0.52                                      | 0.69                                       |
| <b>Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b><br>(Total Scope 1 and Scope 2 GHG emissions/Revenue from operations adjusted for PPP) | Metric tonnes of CO <sub>2</sub> equivalent per million USD       | 1.17                                      | 1.58                                       |
| <b>Total Scope 1 and Scope 2 emission intensity in terms of physical output</b>  | Metric tonnes of CO <sub>2</sub> equivalent per employee          | 0.23                                      | 0.32                                       |
| <b>Total Scope 1 and Scope 2 emission intensity (optional)</b> – the relevant metric may be selected by the entity   | Metric tonnes of CO <sub>2</sub> equivalent per square feet       | 0.0025                                    | 0.0069                                     |

**Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.**

The metrics in this BRSR are reported according to Global Reporting Initiative Standards based on WRI (World Resource Institute), WBCSD (World Business Council for Sustainable Development), and GHG protocol. The same has been independently assured by TUV India Private Limited, a third-party agency via a reasonable level of assurance based on Global Reporting Initiative (GRI) Sustainability Reporting, AA1000AS Assurance Standard from Accountability, International Standard on Assurance Engagements 3000 (ISAE 3000 Revised) from the International Federation of Accountants, and international assurance best practices.

**8. Does the entity have any project related to reducing Green House Gas emission? If yes, then provide details.**

We are dedicated to reducing greenhouse gas (GHG) emissions, focusing primarily on Scope 1 and 2 emissions, where we have direct control. Additionally, we address Scope 3 emissions, particularly by optimizing employee commute. We aim to enhance energy efficiency through integrated measures across all our sites and offices.

To achieve our sustainability goals, we have implemented several strategic initiatives:

**Scope 1 Emissions Reduction:**

| Initiative   | Benefits  |
|--|---|
| Installation of emission control devices in DGs with a capacity of 125KVA and more | This resulted in 83% reduction in particulate matter and an 87% reduction in carbon monoxide, without causing any adverse effects on the genset. The emissions now meet the standard set by the authorities (i.e. less than 70%). |
| Electrification of cooking appliances  | Transitioned from using 2,916 kg of LPG to electric stoves fueled by renewable electricity.   |



## Scope 2 Emissions Reduction:

| Initiative   | Benefits   |
|--|--|
| Phasing out R22 refrigerant and switching to low-GWP refrigerants              | Energy savings: 699,546 kWh  |
| Installation of rooftop solar panel  | Energy savings: 146,000 kWh  |
| Installation of solar LED streetlights   | Energy savings: 5,184 kWh  |
| Installation of Daylight & Motion sensor                                       | Energy savings: 3,696 kWh  |
| Installation of VAVs & VFDs  | Energy savings: 803,088 kWh  |
| Efficient Temperature Control: Using Centralized AHU and Split AC for BMS Room | Energy savings: 23,463 kWh   |
| HVAC Optimization  | Energy savings: 14,147.04 kWh  |
| Optimization of UPS  | Energy savings: 60,312 kWh   |
| Renewable energy for internal power requirement                                | We opted green tariff for Hyderabad facilities (Skyview and Raheja) and Obtained REC certificates for Mumbai Mahape and Bengaluru East campus facility. 1,28,37,407.91 kWh as on Jan 2025 sourced this FY from renewable source. |

## Scope 3 Emissions Reduction:

| Initiative   | Benefits  |
|--|---|
| Installation of PadCare System to recycle sanitary waste | 58% reduction in carbon emissions compared to landfilling and a 68% reduction compared to incineration. Through this initiative, we will be able to recycle around 4 MT of waste per annum. |
| Fleet Transition to EV & CNG vehicles                    | 52% of our commute vehicles are powered by Compressed Natural Gas (CNG-45%) and electric energy (EV-7%) which reduced carbon emission compared to the vehicles run by fossil fuel.          |

## 9. Provide details related to waste management by the entity, in the following format:

| Parameter   | FY 2024-25<br>(Current<br>Financial Year) | FY 2023-24<br>(Previous<br>Financial Year) |
|---|---|--|
| <b>Total Waste generated (in metric tonnes)</b>   |   |  |
| Plastic waste (A)   | 43.11                                     | 139.18                                     |
| E-waste (B)   | 20.29                                     | 36.83                                      |
| Bio-medical waste (C)   | 0.07                                      | 0.85                                       |
| Construction and demolition waste (D)   | 972.01                                    | 1.00                                       |
| Battery waste (E)   | 1.3879                                    | 7.1028                                     |
| Radioactive waste (F)   | 0.00                                      | 0.00                                       |
| Other Hazardous waste. Please specify, if any. (G)  | 5.14317                                   | 2.7662                                     |
| - Oil storage Barrels   | 0.03808                                   | 0  |
| - Paint Cans  | 0.05655                                   | 0  |
| - Tube Lights   | 0   | 0.1728                                     |
| - CFL Bulbs   | 0   | 0.1335                                     |
| - Used Oil  | 4.45368                                   | 1.5331                                     |
| - Oil-soaked cotton waste   | 0.04006                                   | 0.0123                                     |
| - DG Filters  | 0.5548                                    | 0.3687                                     |
| - Printing Ink/Cartridges   | 0   | 0.0000                                     |
| Other Non-hazardous waste generated (H). Please specify, if any.<br>(Break-up by composition i.e., by materials relevant to the sector) | 785.08                                    | 544.16                                     |
| - Inorganic Waste   | 59.21                                     | 54.62                                      |
| - Organic Waste   | 563.72                                    | 414.33                                     |
| - Packaging Waste   | 32.27                                     | 15.83                                      |
| - Others  | 129.89                                    | 59.38                                      |
| <b>Total (A+B + C + D + E + F + G + H)</b>  | <b>1,827.09</b>                           | <b>731.34</b>                              |



| Parameter   | FY 2024-25<br>(Current<br>Financial Year) | FY 2023-24<br>(Previous<br>Financial Year) |
|---|---|--|
| Waste intensity per rupee of turnover (Total waste generated/Revenue from operations)   | 0.048 MT/crore                            | 0.021 MT/crore                             |
| Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated/Revenue from operations adjusted for PPP) | 0.108 MT/million<br>USD                   | 0.047 MT/million<br>USD                    |
| Waste intensity in terms of physical output   | 0.022 MT/<br>employee                     | 0.009 MT/<br>employee                      |
| Waste intensity (optional) – the relevant metric may be selected by the entity  | 0.00023 MT/sq.ft                          | 0.00020 MT/sq.ft                           |
| <b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>    |   |  |
| Category of waste   |   |  |
| (i) Recycled  | 1776.12                                   | 673.85                                     |
| (ii) Re-used  | 0   | 0.00                                       |
| (iii) Other recovery operations   | 0   | 0.00                                       |
| <b>Total</b>  | <b>1776.12</b>                            | <b>673.85</b>                              |
| <b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>                                 |   |  |
| Category of waste   |   |  |
| (i) Incineration  | 33.36                                     | 29.23                                      |
| (ii) Landfilling  | 17.61                                     | 28.26                                      |
| (iii) Other disposal operations   | 0.00                                      | 0.00                                       |
| <b>Total</b>  | <b>50.97</b>                              | <b>57.49</b>                               |

**Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.**

The metrics in this BRSR are reported according to Global Reporting Initiative Standards based on WRI (World Resource Institute), WBCSD (World Business Council for Sustainable Development), and GHG protocol. The same has been independently assured by TUV India Private Limited, a third-party agency via a reasonable level of assurance based on Global Reporting Initiative (GRI) Sustainability Reporting, AA1000AS Assurance Standard from Accountability, International Standard on Assurance Engagements 3000 (ISAE 3000 Revised) from the International Federation of Accountants, and international assurance best practices.

**10. Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by your company to reduce usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such wastes.**

As an IT services and consulting organization, LTIMindtree does not engage in manufacturing physical products. Thus, the use of hazardous and toxic chemicals in processes or manufacturing is not applicable.

The waste generated from our building operations includes e-waste, battery waste, biomedical waste, hazardous waste (such as used oil and oil-soaked cotton), inorganic waste (like paper and stationery waste), organic waste (including food and garden waste), packaging waste (such as cardboard and Styrofoam), construction and demolition (C&D) waste, sanitary waste and other types (metals, mixed solid waste, plastic, and glass waste). We prioritize the use of eco-friendly chemicals, such as SmartDose Diversey, to minimize plastic waste and emissions from transportation, and prioritize opting eco-friendly materials like the usage of biodegradable cups made from agricultural waste.

We ensure the proper disposal of hazardous waste through authorized vendors, with manifest confirmations submitted to regulatory authorities.

- **Plastic Waste:** All non-biodegradable plastic waste is sent to designated vendors for recycling or reuse.
- **E-Waste:** Per the E-waste (Management) Rules 2016, electronic waste is disposed of within 180 days to registered recyclers authorized by the State Pollution Control Boards, with recycling certificates obtained post-disposal. Employees can buy back their laptops after five years to minimize e-waste.
- **Hazardous Waste:** Disposed of through SPCB-authorized vendors, with manifest confirmations submitted to the authority post-disposal.
- **Battery Waste:** Complied with regulations and handled by SPCB-approved vendors for safe disposal.

- **Other Waste:** Biodegradable food waste is composted onsite, producing manure for campus landscaping. Excess manure is distributed among employees.

Our approach emphasizes waste reduction, reuse, and recycling, and cultivating an environmentally conscious culture across our facilities.

**11. If the entity has operations/offices in/around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.) where environmental approvals/clearances are required, please specify details in the following format:**

| S. No.          | Location of operations/offices | Type of Operations | Whether the conditions of environmental approval/clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any. |
|-----------------|--------------------------------|--------------------|---|
| Not Applicable* |                                |                    |   |

\*LTIMindtree does not have operations/offices in/around ecologically sensitive areas where environmental approvals/clearances are required. All our campuses are built on government-approved land in industrial zones, with no impact on biodiversity.

**12. Details of Environmental Impact Assessments of projects undertaken by the entity based on applicable laws, in the current financial year:**

| Name and brief details of project | EIA Notification No. | Date | Whether conducted by independent external agency (Yes/No) | Results communicated in public domain (Yes/No) | Relevant Web link |
|-----------------------------------|----------------------|------|---|--|-------------------|
| Nil                               |                      |      |   |  |                   |

**13. Is the entity compliant with the applicable environmental law/regulations/guidelines in India such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder (Y/N). If not, provide details of all such non-compliances, in the following format:**

Yes, all LTIMindtree offices follow the applicable environmental law/regulations/guidelines in India, such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment Protection Act, and rules thereunder. No fine/penalty/action was initiated against the entity under any of the applicable environmental laws/regulation/guidelines.

| S. No. | Specify the law/regulation/guidelines which was not complied with | Provide details of the non-compliance | Any fines/penalties/action taken by Regulatory agencies such as pollution control boards or by courts | Corrective action taken, if any |
|--------|---|---------------------------------------|---|---------------------------------|
| Nil    |   |                                       |   |                                 |

## Leadership Indicators

**1. Water withdrawal, consumption and discharge in areas of water stress (in kilo liters)**

For each facility/plant located in areas of water stress, provide the following information

- Name of the area:** Pan India locations
- Nature of Operations:** Both leased and owned locations for IT Consulting and Services
- Water withdrawal, consumption and discharge in the following format:**

| Parameter   | FY 2024-25<br>(Current Financial Year) | FY 2023-24<br>(Previous Financial Year) |
|---|--|---|
| <b>Water withdrawal by source (in kiloliters)</b>             |  |   |
| (i) Surface water   | 1                                      | 6,420                                   |
| (ii) Groundwater  | 7,587                                  | 4,264                                   |
| (iii) Third party water                                       | 348,566                                | 314,079                                 |
| (iv) Seawater/desalinated water                               | 0                                      | 0                                       |
| (v) Others (Rainwater + Water generated from Moisture in Air) | 8,700                                  | 8,961                                   |
| Total volume of water withdrawal (in kiloliters)              | 364,854                                | 333,724                                 |

| Parameter  | FY 2024-25<br>(Current Financial Year) | FY 2023-24<br>(Previous Financial Year) |
|--|--|---|
| Total volume of water consumption (in kiloliters)                              | 361,833                                | 333,724                                 |
| Water intensity per rupee of turnover (Water consumed/turnover)                | 9.52 kl/crore                          | 9.40 kl/crore                           |
| Water intensity (optional) – the relevant metric may be selected by the entity | 0.045 kl/sq.ft                         | 0.093 kl/sq.ft                          |
| <b>Water discharge by destination and level of treatment (in kiloliters)</b>   |  |   |
| (i) Into Surface water   |  |   |
| - No treatment   | 0                                      | 0                                       |
| - With treatment – please specify level of treatment                           | 0                                      | 0                                       |
| (ii) Into Groundwater  |  |   |
| - No treatment   | 0                                      | 0                                       |
| - With treatment – please specify level of treatment                           | 0                                      | 0                                       |
| (iii) Into Seawater  |  |   |
| - No treatment   | 0                                      | 0                                       |
| - With treatment – please specify level of treatment                           | 0                                      | 0                                       |
| (iv) Sent to third-parties   |  |   |
| - No treatment   | 0                                      | 0                                       |
| - With treatment – please specify level of treatment - Tertiary treatment      | 0                                      | 2,219                                   |
| (v) Others – Discharged to State Sewerage Board                                |  |   |
| - No treatment   | 3,021                                  | 0                                       |
| - With treatment – please specify level of treatment                           | 0                                      | 0                                       |
| <b>Total water discharged (in kiloliters)</b>                                  | <b>3,021</b>                           | <b>2,219</b>                            |

**2. Please provide details of total scope 3 emissions and its intensity in the following format:**

| Parameter   | Unit  | FY 2024-25 | FY 2023-24 |
|---|---|------------|------------|
| Total Scope 3 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available) | Metric tonnes of CO <sub>2</sub> equivalent                       | 46,149     | 40,773     |
| Total Scope 3 emissions per rupee of turnover   | Metric tonnes of CO <sub>2</sub> equivalent per crore of turnover | 1.21       | 1.15       |
| Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity   | Metric tonnes of CO <sub>2</sub> equivalent per square feet       | 0.0058     | 0.0114     |

**Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.**

The metrics in this BRSR are reported according to Global Reporting Initiative Standards based on WRI (World Resource Institute), WBCSD (World Business Council for Sustainable Development), and GHG protocol. The same has been independently assured by TUV India Private Limited, a third-party agency via a reasonable level of assurance based on Global Reporting Initiative (GRI) Sustainability Reporting, AA1000AS Assurance Standard from Accountability, International Standard on Assurance Engagements 3000 (ISAE 3000 Revised) from the International Federation of Accountants, and international assurance best practices.

**3. With respect to the ecologically sensitive areas reported at Question 11 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.**

Not applicable. LTIMindtree exclusively operates within government-approved industrial zones, ensuring that its facilities are situated away from ecologically sensitive areas. Analysis through various assessment tools such as the World Wildlife Fund's Biodiversity Risk Filter (WWF-BRF) and MOEFCC Wetland Portal indicates that all the LTIMindtree campuses are distantly located from any of the protected areas including marine coral reefs, eco-sensitive zones, reserve/protected forest, national parks, wetlands, sanctuaries, and areas of high biodiversity values, etc.

4. If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions/effluent discharge/waste generated, please provide details of the same as well as outcome of such initiatives, as per the following format:

| S. No. | Initiative undertaken        | Details of the initiative (Web-link, if any, may be provided along-with summary)  | Outcome of the initiative  |
|--------|------------------------------|---|--|
| 1      | Energy Conservation programs | <ol style="list-style-type: none"> <li>1. Phase out of R22 refrigerant</li> <li>2. Installation of solar LED Streetlights</li> <li>3. Installation of daylight &amp; motion sensors</li> <li>4. Installation of VAVs &amp; VFDs <ul style="list-style-type: none"> <li>• Efficient Temperature Control: Using Centralized AHU and Split AC for BMS Room</li> </ul> </li> <li>5. HVAC Optimization <ul style="list-style-type: none"> <li>• Optimization of UPS</li> </ul> </li> </ol> | Energy Savings: 1,609.43 MWh per annum   |
| 2      | Emission reduction Programs  | <ol style="list-style-type: none"> <li>1. Installation of rooftop solar panel</li> <li>2. Electrification of cooking appliances</li> <li>3. Renewable energy for internal power requirement through green tariff</li> <li>4. Transition of employee commute fleet to CNG &amp; EV based.</li> </ol>   | CO <sub>2</sub> e reduction: 11,806.58 MT per annum  |
| 3      | Water reduction program      | <ol style="list-style-type: none"> <li>1. Installation of water aerators</li> <li>2. Installation of digital water meter</li> <li>3. Installation of waterless urinal</li> </ol>  | Water savings: 10,374.36 KL per annum  |
| 4      | Waste Reduction program      | <ol style="list-style-type: none"> <li>1. Installation of PadCare System to recycle sanitary waste</li> </ol>   | 58% reduction in carbon emissions compared to landfilling and a 68% reduction compared to incineration. Through this initiative we will be able to recycle around 4 MT of waste per annum. |

5. Does the entity have a business continuity and disaster management plan? Give details in 100 words/ web link.

Yes, LTIMindtree has a comprehensive Business Continuity and Disaster Management Plan through its ISO22301:2019 certified Business Continuity Management System (BCMS). Our Business Continuity and Disaster Management plans are designed to protect the environment and support restoration after disruptions. To achieve this, the BCMS integrates business functions, accounts, and geographies within the Enterprise Risk Management Framework, covering risk assessments, mitigation plans, and emergency preparedness. Top management, including the Board of Directors and the Risk Management Committee (RMC), actively supports and oversees the program. The system uses automated tools, regular testing, and awareness initiatives to ensure business continuity and effective incident management, prioritizing employee safety and operational resilience.

6. Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard.

None. At LTIMindtree, we are dedicated to maintaining sustainable sourcing practices, which are enforced through our Supplier Code of Conduct (SCoC). This includes thorough evaluations of both potential and current supply chain partners, focusing on key aspects such as environmental regulations, health and safety standards, labor conditions, and compliance with recognized sustainability criteria. As part of the initial empanelment process, all new vendors and service providers are required to sign the SCoC.

7. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts.

100% of new suppliers are screened for environmental impacts/violations by the Risk intelligence tool during the supplier on-boarding stage.

8. How many Green Credits have been generated or procured:

a. By the listed entity: Nil

b. By the top ten (in terms of value of purchases and sales, respectively) value chain partners:

According to SEBI's circular issued on March 28, 2025, Green Credits has been identified as a new non-mandatory leadership indicator. LTIMindtree is committed to incorporate this in VCP disclosures from FY 2025-26 onwards, in line with SEBI's guidelines.

## Principle 7: Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent

### Essential Indicators

#### 1. a. Number of affiliations with trade and industry chambers/associations

10 (ten)

#### b. List the top 10 trade and industry chambers/associations (determined based on the total members of such body) the entity is a member of/affiliated to.

| S. No. | Name of the trade and industry chambers/associations              | Reach of trade and industry chambers/associations (State/National) |
|--------|---|--|
| 1      | National Association of Software and Services Companies (NASSCOM) | National   |
| 2      | Bombay Chamber of Commerce and Industry (BCCI)                    | State  |
| 3      | Confederation of Indian Industry (CII)                            | National/Regional/State  |
| 4      | Hyderabad Software Enterprises Association (HYSEA)                | State  |
| 5      | Federation of Indian Chambers of Commerce & Industry (FICCI)      | National/Regional/State  |
| 6      | The Association of Business Service Leaders (ABSL)                | National   |
| 7      | Sweden-India Business Council (SIBC)                              | National   |
| 8      | Indo French Chamber of Commerce and Industry (IFCCI)              | National   |
| 9      | Danish Industry (DI)  | National   |
| 10     | Norway India Chamber of Commerce and Industry (NICCI)             | National   |

#### 2. Provide details of corrective action taken or underway on any issues related to anti-competitive conduct by the entity based on adverse orders from regulatory authorities.

Throughout the year, no adverse orders were issued by regulatory authorities concerning anti-competitive conduct.

| Name of authority | Brief of the case | Corrective action taken |
|-------------------|-------------------|-------------------------|
| None              |                   |                         |

### Leadership Indicators

#### 1. Details of public policy positions advocated by the entity.

LTIMindtree actively engages with trade and industry chambers/associations to encourage collaboration, gain insights, strengthen networks, enhance reputation, and advocate for policy changes that support business growth and societal progress.

| S. No. | Public policy advocated | Method resorted for such advocacy  | Whether information available in the public domain? Yes/No | Frequency of review by board (Annually/half yearly/quarterly/others – please specify) | Web-link, if available                                |
|--------|-------------------------|--|--|---|---|
| 1      | NASSCOM                 | National Association of Software and Services Companies (NASSCOM) is the premier trade body and chamber of commerce of the tech industry in India and comprises over 3000 member companies including both Indian and multinational organizations that have a presence in India. Their membership spans the entire spectrum of the industry from start-ups to multinationals, from products to services, and global service centers to engineering firms. Guided by India's vision to become a leading digital economy globally, NASSCOM focuses on accelerating the pace of transformation of the industry to emerge as the preferred enabler for global digital transformation. | Yes  | Annually  | <a href="https://nasscom.in/">https://nasscom.in/</a> |

| S. No. | Public policy advocated | Method resorted for such advocacy  | Whether information available in the public domain? Yes/No | Frequency of review by board (Annually/ half yearly/quarterly/ others – please specify) | Web-link, if available  |
|--------|-------------------------|--|--|---|---|
| 2      | BCCI                    | Bombay Chamber of Commerce and Industry (BCCI) provides services to its members through the dissemination of information, publications, special studies, and activities like organizing business delegations, seminars, and training programs. BCCI also provides guidance and advisory services for its members and trade bodies.   | Yes  | Annually  | <a href="https://bombaychamber.com/">https://bombaychamber.com/</a>                         |
| 3      | HYSEA                   | Hyderabad Software Enterprises Association (HYSEA) creates impact through strategic themes of talent transformation, knowledge exchange, and ESG. It enables interacting with the State and Central governments, ensuring a communication platform for all IT & ITES companies, signing MOUs with various international organizations, and undertaking social projects that benefit the community. | Yes  | Annually  | <a href="https://hysea.in/">https://hysea.in/</a>   |
| 4      | SIBC                    | The Sweden-India Business Council (SIBC) is the first choice network for growing business between Sweden and India.  | Yes  | Annually  | <a href="https://sibc.se">https://sibc.se</a>   |
| 5      | CII                     | The Confederation of Indian Industry (CII) works to create and sustain an environment conducive to the development of India, partnering industry, Government, and civil society, through advisory and consultative processes.  | Yes  | Annually  | <a href="https://www.cii.in/">https://www.cii.in/</a>                                       |
| 6      | FICCI                   | The Federation of Indian Chambers of Commerce & Industry (FICCI) is a non-governmental trade association and advocacy group based in India.  | Yes  | Annually  | <a href="https://www.ficci.in/api/home">https://www.ficci.in/api/home</a>                   |
| 7      | ABSL                    | The Association of Business Service Leaders (ABSL) is a leading organization representing business services in Poland.   | Yes  | Annually  | <a href="https://absl.pl/en/membership/members">https://absl.pl/en/membership/members</a>   |
| 8      | IFCCI                   | One of the most active bilateral chambers in India, the Indo French Chamber of Commerce and Industry (IFCCI) is a not-for-profit association that promotes mutually beneficial trade relations between India & France that represents a dynamic business platform of over 650 company members and a total network of more than 6,500 individual members.   | Yes  | Annually  | <a href="https://www.ifcci.org.in/about-us.html">https://www.ifcci.org.in/about-us.html</a> |
| 9      | DI                      | Danish Industry (DI) – is Denmark's largest, most representative and influential business and employers' organization, covering manufacturing and service industries across sectors such as transport, energy, IT, health, trade and professional services.  | Yes  | Annually  | <a href="https://www.danskindustri.dk/english/">https://www.danskindustri.dk/english/</a>   |
| 10     | NICCI                   | Norway India Chamber of Commerce and Industry (NICCI), is a network between companies, organizations and authorities in Norway and India.  | Yes  | Annually  | <a href="https://www.nicci.no/">https://www.nicci.no/</a>                                   |

## Principle 8: Businesses should promote Inclusive growth and Equitable development

### Essential Indicators

1. **Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year.**

| Name and brief details of project  | SIA Notification No. | Date of notification | Whether conducted by independent external agency (Yes/No) | Results communicated in public domain (Yes/No) | Relevant Web link   |
|--|----------------------|----------------------|---|--|---|
| SIA report by BIMTECH – please refer to project details in the summary report. | 2025/001             | March 30, 2024       | Yes   | Yes  | <a href="https://www.ltimindtree.com/wp-content/uploads/2025/02/Social-Impact-Assessment-Executive-Summary-FY24-25.pdf?pdf=download">https://www.ltimindtree.com/wp-content/uploads/2025/02/Social-Impact-Assessment-Executive-Summary-FY24-25.pdf?pdf=download</a> |

2. **Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity, in the following format:**

| S. No. | Name of Project for which R&R is ongoing | State | District | No. of Project Affected Families (PAFs) | % of PAFs covered by R&R | Amounts paid to PAFs in the FY (In INR) |
|--------|--|-------|----------|---|--------------------------|---|
|        | Nil                                      |       |          |   |                          |   |

Rehabilitation and Resettlement is not a focus area for our CSR projects. We work in the areas of Education, Environment, Empowerment and Health and Nutrition and are geared towards holistic development of the communities we serve.

3. **Describe the mechanisms to receive and redress grievances of the community.**

We prioritize regular and additional field visits, overseen by our CSR project leaders and company executives, to address community grievances. These visits facilitate direct interaction with beneficiaries, enabling us to gain a thorough understanding of their concerns and feedback. Informed by insights from our discussions with NGO partners, we implement proactive corrective and preventive actions as needed. Additionally, we have created a Grievance Redressal Committee (GRC) which is outlined in the contract signed with NGO partner. The GRC also meets once any grievance is raised/identified in the community & works to resolve same. Our dedication to delivering sustainable impact within the communities we serve propels our efforts to create positive change and meet the needs of those we support.

4. **Percentage of input material (inputs to total inputs by value) sourced from suppliers:**

|   | FY 2024-25<br>(Current Financial Year) | FY 2023-24<br>(Previous Financial Year) |
|---|--|---|
| Directly sourced from MSMEs/small producers | 9%                                     | 8%                                      |
| Directly from within India                  | 44%                                    | 30%                                     |
| - MSME                                      | 20%                                    | 28%                                     |
| - Non MSME                                  | 80%                                    | 72%                                     |
| Sourced outside India                       | 56%                                    | 70%                                     |

5. **Job creation in smaller towns – Disclose wages paid to persons employed (including employees employed on a permanent or non-permanent/on contract basis) in the following locations, as % of total wage cost.**

| Location     | FY 2024-25<br>(Current Financial Year) | FY 2023-24<br>(Previous Financial Year) |
|--------------|--|---|
| Rural        | Nil                                    | Nil                                     |
| Semi-urban   | 0.21%                                  | Nil                                     |
| Urban        | 8.38%                                  | 4.80%                                   |
| Metropolitan | 91.41%                                 | 95.20%                                  |



## Leadership Indicators

1. Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference: Question 1 of Essential Indicators above):

| Details of negative social impact identified | Corrective action taken                                 |
|--|---|
| None   | Not applicable as there were no negative social impacts |

2. Provide the following information on CSR projects undertaken by your entity in designated aspirational districts as identified by government bodies:

| S. No. | State          | Aspirational District         | Amount spent (In INR) |
|--------|----------------|-------------------------------|-----------------------|
| 1      | Madhya Pradesh | Vijaypur-Sheopur              | 2,50,00,000           |
| 2      | Madhya Pradesh | Buxwaha, Chhatarpur           | 2,50,00,000           |
| 3      | Rajasthan      | Gangapur City, Sawai Madhopur | 2,50,00,000           |
| 4      | Odisha         | Gudvella, Balangir            | 2,20,00,000           |
| 5      | Odisha         | Madanpur Rampur, Kalahandi    | 2,10,00,000           |
| 6      | Odisha         | Paikamal, Bargarh             | 2,00,00,000           |
| 7      | Odisha         | Lakhanpur, Jharsuguda         | 2,00,00,000           |
| 8      | West Bengal    | Balarampur, Purulia           | 2,20,00,000           |
| 9      | Jharkhand      | Karra, Kunti                  | 2,00,00,000           |
| 10     | Assam          | Mandia, Barpeta               | 1,80,00,000           |
| 11     | Maharashtra    | Surgana, Nashik               | 2,41,00,000           |
| 12     | Gujarat        | Subir, Dang                   | 5,00,00,000           |
| 13     | Maharashtra    | Wadwani, Beed                 | 1,95,57,000           |
| 14     | Telangana      | Ghattu, Jogulamba Gadwal      | 2,52,04,000           |
| 15     | Tamil Nadu     | Alathur, Perambalur           | 2,09,04,000           |
| 16     | Karnataka      | Joida, Uttar Kannada          | 2,23,20,000           |

3. a. Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized/vulnerable groups? (Yes/No)

Yes, we prioritize quality procurement from marginalized groups by promoting diversity within our supplier base, enriching innovation, and building strong relationships. Our systems monitor spending with diverse suppliers, ensuring that MSME vendors are treated equitably while providing them with preferential payment terms.

- b. From which marginalized/vulnerable groups do you procure?

Our procurement practices prioritize marginalized and vulnerable groups, with a special focus on women and minority-owned enterprises to create positive social impact. This reflects our dedication to promoting diversity and inclusivity, including the vendors certified as MSMEs by government agencies.

- c. What percentage of total procurement (by value) does it constitute?

Total procurement spend towards marginalized/vulnerable groups accounts for 12.11%. As an IT service provider, the company primarily sources from OEM's, distributors, and local suppliers, focusing on sustainable procurement and supporting marginalized suppliers for economic opportunities in the communities where we operate.

4. Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current financial year), based on traditional knowledge:

| S. No. | Intellectual Property based on traditional knowledge | Owned/Acquired (Yes/No) | Benefit shared (Yes/No) | Basis of calculating benefit share |
|--------|--|-------------------------|-------------------------|------------------------------------|
|        | Not Applicable                                       |                         |                         |                                    |

Our company's patents and innovations are centred around digital innovations and new age technologies. Consequently, we have not faced any adverse orders in intellectual property disputes involving traditional knowledge.

**5. Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved.**

| Name of authority | Brief of the Case | Corrective action taken |
|-------------------|-------------------|-------------------------|
| Not Applicable    |                   |                         |

Our company's patents and innovations are centred around digital innovations and new age technologies. Consequently, we have not faced any adverse orders in intellectual property disputes involving traditional knowledge.

**6. Details of beneficiaries of CSR Projects:**

| S. No. | CSR Project                                   | No. of persons benefitted from CSR Projects | % Of beneficiaries from vulnerable and marginalized groups |
|--------|---|---|--|
| 1      | Digitalization/STEM                           | 235,269                                     | 100%   |
| 2      | Education Scholarship                         | 7   | 100%   |
| 3      | IT/ITES skills                                | 246   | 100%   |
| 4      | Livelihood skills & Ultra poverty eradication | 2,030                                       | 100%   |
| 5      | Manufacturing/Industrial skills               | 1,500                                       | 100%   |
| 6      | Infrastructure                                | 3,000                                       | 100%   |
| 7      | Disability Interventions                      | 3,707                                       | 100%   |
| 8      | Curative Health                               | 1,216                                       | 100%   |
| 9      | Cancer - Access to support                    | 105   | 100%   |
| 10     | Animal Care                                   | 0   | 100%   |
| 11     | Tree-tings                                    | 41,810                                      | 100%   |
| 12     | Mangroves                                     | 17,400                                      | 100%   |
| 13     | Forest Biodiversity                           | 31,000                                      | 100%   |
| 14     | Community Development                         | 411,625                                     | 100%   |

**Principle 9: Businesses should engage with and provide value to their customers in a responsible manner**

**Essential Indicators**

**1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback.**

At LTIMindtree, client feedback plays a vital role in driving continuous improvement and enhancing satisfaction. Any feedback or complaints received are promptly escalated to project managers, recorded in the COMPASS Issue Log, and thoroughly analyzed to develop resolution plans that address root causes and prevent recurrence. Detailed discussions with clients help us formulate actionable plans, which are carefully monitored and reviewed by senior management during governance meetings.

Feedback is gathered through mechanisms such as the Client Satisfaction Survey (CSS) tool and the annual Client Satisfaction (CSAT) survey, conducted by an independent firm. These tools assess various parameters, including execution, quality, communication, and value, with insights analyzed to implement necessary improvements and transparently communicated to clients.

Our transparent approach includes three levels of communication:

- L1 Communication: Recognizing client feedback and validating planned actions to address it.
- L2 Communication: Updating clients on the progress of improvement actions during the implementation phase.
- L3 Communication: Concluding the actions taken and highlighting the value delivered to the client.

**2. Turnover of products and/services as a percentage of turnover from all products/service that carry information about:**

| As a % to total turnover   |   |
|--|---|
| Environmental and social parameters relevant to the product/services | Not Applicable. LTIMindtree, a global provider of digital transformation, consulting, and business reengineering services, is dedicated to responsible material and waste management. Despite being a service-based company, we ensure the safe use, recycling, and disposal of all types of waste. |
| Safe and responsible usage   |   |
| Recycling and/or safe disposal                                       |   |

**3. Number of consumer complaints in respect of the following:**

|                                | FY 2024-25               |                                       |         | FY 2023-24               |                                       |         |
|--------------------------------|--------------------------|---------------------------------------|---------|--------------------------|---------------------------------------|---------|
|                                | Received during the year | Pending resolution at the end of year | Remarks | Received during the year | Pending resolution at the end of year | Remarks |
| Data privacy                   | Nil                      | Nil                                   | Nil     | Nil                      | Nil                                   | Nil     |
| Cyber Security                 | Nil                      | Nil                                   | Nil     | Nil                      | Nil                                   | Nil     |
| Delivery of essential Services | Nil                      | Nil                                   | Nil     | 22                       | 13                                    | Nil     |
| Restrictive Trade Practices    | Nil                      | Nil                                   | Nil     | Nil                      | Nil                                   | Nil     |
| Unfair Trade Practices         | Nil                      | Nil                                   | Nil     | Nil                      | Nil                                   | Nil     |
| Others                         | Nil                      | Nil                                   | Nil     | Nil                      | Nil                                   | Nil     |

**4. Details of instances of product/service recalls on account of safety issues:**

|                   | Number         | Reasons for recall |
|-------------------|----------------|--------------------|
| Voluntary recalls | Not Applicable |                    |
| Forced recalls    | Not Applicable |                    |

Note: LTIMindtree does not manufacture any products and hence this question is Not Applicable

**5. Does the entity have a framework/policy on cyber security and risks related to data privacy? (Yes/No) If available, provide a web-link of the policy.**

LTIMindtree consistently refines its cybersecurity policy to stay ahead of emerging threats. The policy, reviewed by the Risk Management Committee of the Board, assures its effectiveness by leveraging advanced threat detection capabilities. Our cybersecurity team ensures continuous vigilance by actively monitoring network traffic, system logs, and real-time security events. Our toolkit includes advanced Intrusion Detection Systems (IDS), Intrusion Prevention Systems (IPS), firewalls, anti-malware software, content filtering gateways, and robust data encryption protocols. Security is further bolstered with sophisticated data leakage prevention systems, 24/7 monitoring, regular vulnerability assessments, penetration testing, and stringent endpoint security controls, all working together to provide a consistent and high level of security across corporate networks and remote work environments. We maintain an up-to-date database of known threat signatures to swiftly identify and mitigate risks.

Our data privacy framework, led by the Data Privacy Office and under the guidance of the Data Protection Officer, ensures compliance with key global regulations such as GDPR, CCPA, PIPEDA, APP, and PDPA. Key stakeholders, including the COO, CPO, CIO, GC, CFO, and CISO, are essential to this process. Our adherence to privacy best practices is further demonstrated by our ISO 27001 and 27701 certifications. Privacy by design principles is embedded into our processes through workshops and guidelines, and we perform thorough due diligence with third-party vendors to ensure their commitment. The Data Privacy policy clearly outlines how Personal and Sensitive Personal Data is handled, with additional safeguards offered by our Data Loss Prevention (DLP) Policy. Please refer to LTIMindtree's Privacy Policy available at <https://www.ltimindtree.com/general-privacy-policy>.

**6. Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty/action taken by regulatory authorities on safety of products/services.**

LTIMindtree has established a structured Escalation Risk Review (ERR) framework to ensure timely attention at the right level and to ensure quick mitigation and corrective action. Critical and high-risk projects are given immediate attention, ensuring initiative-taking intervention by senior management.

This process operates at three levels:

- **Organizational Level:** Reviews are conducted on a fortnightly basis, led by the Chief Delivery Officers (CDOs). Weekly status updates are sent to CDO, CGO and Executive Committee members.
- **Unit Level:** Delivery and service line heads oversee weekly or fortnightly reviews to monitor and mitigate key risks.
- **Account Level:** Client and Delivery Partners manage risk assessments, with the review frequency based on specific project requirements.

Additionally, review calls, led by the Delivery Excellence head with DE Leadership, addresses critical high-risk matters. During CDO ERRs, Client Partner, and Delivery Partners present “Go Green” plans to mitigate risks and ensure effective resolution.

**7. Provide the following information relating to data breaches:**

**a. Number of instances of data breaches –**

Nil

**b. Percentage of data breaches involving personally identifiable information of customers –**

0%

**c. Impact, if any, of the data breaches –**

None

**Leadership Indicators**

**1. Channels/platforms where information on products and services of the entity can be accessed (provide web link, if available).**

You can learn more about our global technology solutions and consulting services from our website <https://www.ltimindtree.com/>

**2. Steps taken to inform and educate consumers about safe and responsible usage of products and/or services.**

Not applicable, as LTIMindtree does not engage in product manufacturing or provide services that involve safety risks or potential misuse.

**3. Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services.**

LTIMindtree has established a Business Continuity Management System (BCMS) aligned with ISO 22301, ensuring clear internal and external communication during disruptions. Every customer relationship is underpinned by a business continuity plan, encompassing initiatives to manage possible disruptions and a communication strategy detailing what, who, and when information is cascaded to the stakeholders and client. A comprehensive communication procedure ensures that the messaging is consistent with customers, partners, the media, and other stakeholders.

The system comprises processes for receiving, responding to, and documenting stakeholder communications, including emergency responder coordination. LTIMindtree has an AI-powered operational risk monitoring tool combined with expert human analysis. It enables LTIMindtree to comprehend worldwide, regional, and local incidents, produce tailored alerts and advisories, and suggest effective de-risking and mitigation strategies, empowering our customers to stay ahead of potential disruptive events. The crisis management team provides timely updates to employees and clients, with remote working facilities in place to ensure continuity.

**4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief.**

This is not applicable to LTIMindtree, as we operate an IT services company providing global technology consulting and digital solutions within a business-to-business (B2B) framework.

**Did your entity carry out any survey with regard to consumer satisfaction relating to the major products/services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)**

Yes. At LTIMindtree, client satisfaction is a key focus, supported by a structured survey mechanism and a transparent improvement plan. We collect feedback through multiple channels, including:

- LTIMindtree Client Satisfaction Survey (CSS): Conducted biannually through an online tool, this survey allows clients to assess our services across various categories. Feedback is collected at the project, account, engagement, or individual employee levels, with timely corrective actions implemented and communicated.
- Independent Third-party Survey: An annual Client Satisfaction Survey (CSAT) is conducted by an independent research firm, gathering feedback from clients at all levels, from CXOs to middle management. The survey includes personnel interviews and an online questionnaire, offering impartial insights into satisfaction, loyalty, advocacy, and business value.
- The CSAT survey serves as a critical tool to collect insights that help refine client experiences and achieve enhanced outcomes at LTIMindtree. It gathers feedback on aspects such as value for money, loyalty, advocacy, and satisfaction from various organizational levels of the client, ranging from middle management to the CXO level.



## Independent Assurance Statement

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

LTIMindtree Limited (hereafter 'LTIM') commissioned TUV India Private Limited (TUVI) to conduct independent external assurance of BRSR Core disclosures ([09 attributes as per Annexure I - Format of BRSR Core](#)) following the ([BRSR Core –Framework for assurance and ESG disclosures for value chain](#) stipulated in SEBI [circular SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122, dated 12/07/2023](#) and [Industry Standards on Reporting of BRSR Core, circular SEBI/HO/CFD/CFD-PoD-1/P/CIR/2024/177, dated 20/12/2024](#)) with reasonable assurance in conjunction with Limited assurance of the [Section A: General Disclosures, section B: Management and Process Disclosures](#) and [09 BRSR principles covering Essential and Leadership Indicators](#). LTIM developed Business Responsibility and Sustainability Report (hereinafter 'the BRSR') for the period April 01, 2024 to March 31, 2025. The BRSR is based on the National Guidelines on Responsible Business Conduct (NGRBC), [SEBI circular: SEBI/HO/CFD/CMD-2/P/CIR/2021/562, dated 10/05/2021](#) followed by the [notification number SEBI/LAD-NRO/GN/2023/131, dated 14/06/2023](#) pertaining to BRSR requirement. This assurance engagement was conducted in reference with BRSR, the terms of our engagement and ISAE 3000 (Revised) requirement.

### Management's Responsibility

LTIM developed the BRSR's content pertaining to the [Section A and B, 09 BRSR principles covering Essential and Leadership Indicators](#) including the Core disclosures ([09 attributes as per Annexure I - Format of BRSR Core](#)). LTIM management is responsible for carrying out the collection, analysis, and disclosure of the information presented in the BRSR (web-based and print), including website maintenance, integrity, and for ensuring its quality and accuracy in reference with the applied criteria stated in the BRSR, such that it's free of intended or unintended material misstatements. LTIM will be responsible for archiving and reproducing the disclosed data to the stakeholders and regulators upon request.

### Scope and Boundary

The scope of work includes the assurance of the following [Section A and B, 09 BRSR principles covering Essential and Leadership Indicators](#) and [09 attributes as per Annexure I - Format of BRSR Core](#) disclosed in the BRSR report. The BRSR core requirements encompass essential disclosures pertaining to organization's Environmental, Social and Governance (ESG). In particular, the assurance engagement included the following:

1. Review of General Disclosure, Management & Process and the disclosures against all 09 BRSR principles submitted by LTIM;
2. Review of [09 attributes as per Annexure I - Format of BRSR Core](#) submitted by LTIM,
3. Review of the quality of information,
4. Review of evidence (on a random samples) for limited assurance of [Section A and B, 09 BRSR principles covering Essential and Leadership Indicators](#) and reasonable assurance of [09 attributes as per Annexure I - Format of BRSR Core](#).

TUVI has verified the below Essential and Leadership Indicators disclosed in the BRSR

| Principles  | Essential Indicators                 | Leadership Indicators |
|---|--------------------------------------|-----------------------|
| Principle 1: Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.        | 1,2,3,4,5,6,7,8,9                    | 1, 2                  |
| Principle 2: Businesses should provide goods and services in a manner that is sustainable and safe.   | 1,2,3,4                              | 1,2, 3, 4, 5          |
| Principle 3: Businesses should respect and promote the well-being of all employees, including those in their value chains.                        | 1,2,3,4,5,6,7,8,9,10,11,12, 13,14,15 | 1,2,3,4, 5, 6         |
| Principle 4: Businesses should respect the interests of and be responsive to all its stakeholders.  | 1,2                                  | 1,2,3                 |
| Principle 5: Businesses should respect and promote human rights.  | 1,2,3,4,5,6,7,8,9,10, 11             | 1,2,3, 4, 5           |
| Principle 6: Businesses should respect and make efforts to protect and restore the environment.   | 1,2,3,4,5,6,7,8,9,10,11,12, 13       | 1,2,3,4, 5, 6,7, 8    |
| Principle 7: Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent. | 1,2                                  | 1                     |
| Principle 8: Businesses should promote inclusive growth and equitable development.  | 1,2,3,4, 5                           | 1,2,3, 4, 5, 6        |
| Principle 9: Businesses should engage with and provide value to their consumers in a responsible manner   | 1,2,3,4,5,6, 7                       | 1,2,3, 4              |

TUVI has verified the below [09 attributes as per Annexure I - Format of BRSR Core](#) disclosed in the BRSR

| Attributes                      | KPI   |
|---------------------------------|---|
| Green-house gas (GHG) footprint | Total Scope 1 emissions (with breakup by type) - GHG (CO <sub>2</sub> e) Emission in MT - Direct emissions from organization's owned- or controlled sources – Monitored |

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|   |  |   |
|---|--|---|
| (limited to Indian operation)   | Total Scope 2 emissions in MT - Indirect emissions from the generation of energy that is purchased from a utility provider – renewable energy and grid electricity and purchased IRECs – Monitored                                 |   |
|   | GHG Emission Intensity (Scope 1+2), Total Scope 1 and Scope 2 emissions (MT) / Total Revenue from Operations adjusted for PPP – Calculated   |   |
|   | GHG Emission Intensity (Scope 1+2), (Total Scope 1 and Scope 2 emissions (MT) /Total output of Product or Services– in terms of Metric tonnes of CO2 equivalent per employee (Calculated)  |   |
|   | GHG Emission Intensity (Scope 1+2), (Total Scope 1 and Scope 2 emissions (MT) /Total output of Product or Services– in terms of Metric tonnes of CO2 equivalent per square feet (Calculated)                                       |   |
| Water footprint<br>(limited to Indian operation)  | Total water consumption (in kL) – Monitored and estimated  |   |
|   | Water consumption intensity - kL / Total Revenue from Operations adjusted for PPP – Calculated   |   |
|   | Water consumption intensity - kL / Total output of Product or Services in terms of kL/million USD - Calculated   |   |
|   | Water intensity in terms of physical output- in terms of kL/employee - Calculated  |   |
|   | Water intensity (optional) – the relevant metric may be selected by the entity – in terms of kL/sq. ft. - Calculated   |   |
| Energy footprint<br>(limited to Indian operation)   | Water Discharge by destination and levels of Treatment (kL) – Calculated based on estimated values   |   |
|   | Total energy consumed in GJ – calculated on measured for owned premises and estimates for co-sharing offices   |   |
|   | % of energy consumed from renewable sources - In % terms - Monitored   |   |
|   | Energy intensity -GJ/ Rupee adjusted for PPP – Calculated  |   |
|   | Energy intensity in terms of physical output- GJ/employee– Calculated  |   |
| Embracing circularity - details related to waste management by the entity (limited to Indian operation) | Energy intensity -GJ/ Total output of Product or Services- GJ/sq ft.– Calculated   |   |
|   | Plastic waste (A) – Monitored, E-waste (B) – Monitored, Bio-medical waste (C) – Monitored, Construction and demolition waste (D) – Monitored, Battery waste (E) – Monitored, Radioactive waste (F) – NA                            |   |
|   | Other Hazardous waste (G) – see the list below   |   |
|   | Used Oil, Waste Oil, Oil storage barrels, Paint cans, Oil filters, Oil soaked cotton– Monitored  |   |
|   | Other Non-hazardous waste generated (H) – see the list below   |   |
|   | Organic waste: Food waste, Garden waste, STP sludge, Wood waste– Monitored;  |   |
|   | Inorganic Waste: Mixed paper/Newspaper/Magazine, Glass waste, Waste tissue paper, office stationery; Packaging Waste: Cardboard, Styrofoam, Thermocol – Monitored;   |   |
|   | Total waste generated (A +B + C + D + E + F + G + H) in MT –Monitored;   |   |
|   | Waste intensity-MT / Rupee adjusted for PPP – Calculated   |   |
|   | Waste intensity-MT / Total output of Product or Services-Calculated  |   |
|   | Waste intensity in terms of physical output-MT/employee-Calculated   |   |
|   | Each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (MT) – Monitored  |   |
|   | Each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (Intensity), kg of Waste Recycled Recovered /Total Waste generated - Calculated                                   |   |
|   | For each category of waste generated, total waste disposed by nature of disposal method (MT)- Monitored  |   |
|   | For each category of waste generated, total waste disposed by nature of disposal method (Intensity) kg of Waste Recycled Recovered /Total Waste generated - Calculated   |   |
| Enhancing Employee Wellbeing and Safety (Global operations)   | Spending on measures towards well-being of employees and workers – cost incurred as a % of total revenue of the co - In % terms – Monitored and calculated   |   |
|   | Details of safety related incidents for employees and workers (including contract-workforce e.g. workers in the company's construction sites)  |   |
|   | Number of Permanent Disabilities – Monitored   |   |
|   | Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked) – Monitored  |   |
| Enabling Gender Diversity in Business   | No. of fatalities – Monitored  |   |
|   | Gross wages paid to females as % of wages paid - In % terms – Calculated (Global operations)   |   |
|   | Complaints on POSH (limited to Indian operation)   | 1) Total Complaints on Sexual Harassment (POSH) reported – Monitored                    |
|   |  | 2) Complaints on POSH as a % of female employees / workers – Monitored                  |
|   |  | 3) Complaints on POSH upheld – Monitored  |
| Enabling Inclusive Development  | Input material sourced from following sources as % of total purchases – Directly sourced from MSMEs/ small producers and from within India - In % terms – As % of total purchases by value – Monitored (India operations)          |   |
|   | Job creation in smaller towns – Wages paid to persons employed in smaller towns (permanent or non-permanent /on contract) as % of total wage cost - In % terms – As % of total wage cost – Monitored (limited to Indian operation) |   |
| Fairness in Engaging with Customers and Suppliers (Global operations)                                   | Instances involving loss / breach of data of customers as a percentage of total data breaches or cyber security events - In % terms – Monitored  |   |
|   | Number of days of accounts payable - (Accounts payable *365) / Cost of goods/services procured - Calculated  |   |
| Open-ness of business (Global operations)   | Concentration of purchases & sales done with trading houses, dealers, and related parties Loans and advances & investments with related parties  | 1) Purchases from trading houses as % of total purchases                                |
|   |  | 2) Number of trading houses where purchases are made from                               |
|   |  | 3) Purchases from top 10 trading houses as % of total purchases from trading houses     |
|   |  | 1) Sales to dealers / distributors as % of total sales                                  |
|   |  | 2) Number of dealers / distributors to whom sales are made                              |
|   |  | 3) Sales to top 10 dealers / distributors as % of total sales to dealers / distributors |
|   |  | Share of RPTs (as respective %age) - Calculated   |
|   |  | Purchases, Sales, Loans & advances, Investments - Calculated                            |

Notes:

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

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

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

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

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

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

#### 19 Offices Onsite Verification

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

#### 8 Offices Remote Verification

1. LTIMindtree Limited, Kharadi, Pune, India for date 24 February 2025
2. LTIMindtree Limited, Embassy, Pune, India for date 25 February 2025
3. LTIMindtree Limited, Qubix, Pune, India for date 28 February 2025
4. LTIMindtree Limited, Skyview, Hyderabad, India for date 20 February 2025
5. LTIMindtree Limited, Metro, Hyderabad, India for date 24 February 2025
6. LTIMindtree Limited, Airoli, Mumbai, India for date 25 February 2025
7. LTIMindtree Limited, Merlin Infinite, Kolkata, India for date 28 February 2025
8. LTIMindtree Limited, Whitefield STPI, Bangalore, India for date 14 February 2025

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

#### Limitations

TUVI did not perform any assurance procedures on the prospective information disclosed in the Report, including targets, expectations, and ambitions. Consequently, TUVI draws no conclusion on the prospective information. During the assurance process, TUVI did not come across any limitation to the agreed scope of the assurance engagement. TUVI did not verify any ESG goals and claim through this assignment. TUVI verified data on a sample basis; the responsibility for the authenticity of data entirely lies with LTIM. Any dependence of person or third party may place on the BRSR Report is entirely at its own risk. TUVI has taken reference of the financial figures from the audited financial reports. LTIM will be responsible for the appropriate application of the financial data. The application of this assurance statement is limited w.r.t [SEBI circular SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122, dated Jul 12, 2023 and Industry Standards on Reporting of BRSR Core, circular SEBI/HO/CFD/CFD-PoD-1/P/CIR/2024/177, dated 20/12/2024](#). This assurance statement does not endorse any environmental and social claims (related to the product, manufacturing process, packaging, disposal of product etc.) as well as advertisements by the reporting organization. TUVI does not permit use of this statement for Greenwashing or misleading claims. The reporting Organization is responsible for ensuring adherence to relevant laws.

#### Our Responsibility

TUVI's responsibility in relation to this engagement is to perform a limited level of BRSR assurance for [Section A and B, 09 BRSR principles covering Essential and Leadership Indicators](#) and reasonable level of assurance for [09 attributes as per Annexure I - Format of BRSR Core](#) and to express a

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conclusion based on the work performed. Our engagement did not include an assessment of the adequacy or the effectiveness of LTIM's strategy, management of ESG-related issues or the sufficiency of the Report against BRSR reporting principles, other than those mentioned in the scope of the assurance. TUVI's responsibility regarding this verification is in reference to the agreed scope of work, which includes assurance of non-financial quantitative and qualitative information disclosed by LTIM. Reporting Organization is responsible for archiving the related data for a reasonable time period. The intended users of this assurance statement are the management of 'LTIM'. The data is verified on a sample basis, the responsibility for the authenticity of data lies with the reporting organization. TUVI expressly disclaims any liability or co-responsibility 1) for any decision a person or entity would make based on this assurance statement and 2) for any damages in case of erroneous data is reported. This assurance engagement is based on the assumption that the data and information provided to TUVI by LTIM are complete and true.

## Verification Methodology

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

- TUVI examined and reviewed the documents, data, and other information made available by LTIM for non-financial [Section A and B, 09 BRSR principles covering Essential and Leadership Indicators](#) and [09 attributes as per Annexure I - Format of BRSR Core](#) (non-financial disclosures)
- TUVI conducted interviews with key representatives, including data owners and decision-makers from different functions of LTIM
- TUVI performed sample-based reviews of the mechanisms for implementing the sustainability-related policies and data management (qualitative and qualitative)
- TUVI reviewed the adherence to reporting requirements of "BRSR"

## Opportunities for Improvement

The following are the opportunities for improvement reported to LTIM. However, they are generally consistent with LTIM management's objectives and programs. LTIM already identified below topics and Assurance team endorse the same to achieve the Sustainable Goals of organization.

- LTIM can develop the SOP for reporting the 09 core attributes,
- LTIM may strengthen its internal reporting by opting a smart cloud-based data management system and compliment the same with periodic internal data and performance reviews,
- LTIM may encourage to monitor the chain of custody for suppliers who are not directly recycling the non-hazardous waste,
- LTIM may plan to monitor all categories of indirect GHG emissions as per ISO 14064-1,
- LTIM can utilize the best practices/ requirements of ISO 20400 to develop its sustainable procurement policy,
- LTIM may Bifurcate direct & indirect community impacts to monitor & may evaluate SROI of its CSR projects,
- LTIM may develop a formal COI Evaluation Matrix and detailed procedural steps for handling disclosed conflicts,
- Currently, Board oversight of ESG matters (currently emphasis is on CSR activities) is primarily conducted through quarterly reviews. More frequent Board engagement could strengthen ESG integration into strategic decision-making,
- The number of males and females involved in the live safety drills can be further increased and the population of employees can be monitored based on actual involvement of male and female employees.

## Conflict of Interest

In the context of BRSR requirements set by SEBI, addressing conflict of interest is crucial to maintain high integrity and independence of assurance engagements. As per SEBI guidelines, assurance providers need to disclose any potential conflict of interest that could compromise the independence or neutrality of their assessments. TUVI diligently identifies any relationships, affiliations, or financial interests that could potentially cause conflict of interest. We proactively implement measures to mitigate or manage these conflicts, ensuring independence and impartiality in our assurance engagements. We provide clear and transparent disclosures about any identified conflicts of interest in our assurance statement. We recognize that failure to address conflict of interest adequately could undermine the credibility of the assurance process and the reliability of the reported information. Therefore, we strictly adhere to SEBI guidelines and take necessary measures to avoid, disclose, or mitigate conflicts of interest effectively.

## Our Conclusion

In our opinion, based on the scope of this assurance engagement, the disclosures on BRSR Core KPI described in the BRSR report along with the referenced information provides a fair representation of the 9 attributes, and meets the general content and quality requirements of the BRSR. TUVI confirms its competency to conduct the assurance engagement for the BRSR as per SEBI guidelines. Our team possesses expertise in ESG verification, assurance methodologies, and regulatory frameworks. We ensure independence, employ robust methodologies, and maintain continuous improvement to deliver reliable assessments.

Disclosures: TUVI is of the opinion that the reported disclosures generally meet the BRSR requirements. LTIM refers to general disclosure to report contextual information about LTIM, while the Management & Process disclosures the management approach for each indicator [Section A and B, 09 BRSR principles covering Essential and Leadership Indicators](#) as well as [09 attributes as per Annexure I - Format of BRSR Core](#).

Limited Assurance Conclusion: Based on the procedures we have performed; nothing has come to our attention that causes us to believe that the information subject to the limited assurance engagement was not prepared in all material respects. TUVI found the information to be reliable in all principles, with regards to the reporting criteria of the BRSR.

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**Reasonable Assurance:** As per SEBI reasonable assurance requirements including scope of Assurance, Assurance methodologies (risk-based approach and data validation techniques), mitigating conflicts of interests, documentation on evidence and communication on findings, TUVI can effectively validate the accuracy and reliability of the information presented in the BRSR, instilling confidence in stakeholders and promoting transparency and credibility in ESG reporting practices.

**BRSR complies with the below requirements**

- Governance, leadership and oversight: The messages of top management, the business model to promote inclusive growth and equitable development, action and strategies, focus on services, risk management, protection and restoration of environment, and priorities are disclosed appropriately.
- Connectivity of information: LTIM discloses [09 BRSR principles covering Essential and Leadership Indicators](#) and [09 attributes as per Annexure I - Format of BRSR Core](#) and their inter-relatedness and dependencies with factors that affect the organization's ability to create value over time.
- Stakeholder responsiveness: The Report covers mechanisms of communication with key stakeholders to identify major concerns to derive and prioritize the short, medium and long-term strategies. The Report provides insights into the organization's relationships (nature and quality) with its key stakeholders. In addition, the Report provides a fair representation of the extent to which the organization understands, takes into account and responds to the legitimate needs and interests of key stakeholders.
- Materiality: The material issues within 9 attributes and corresponding KPI as per BRSR requirement are reported properly.
- Conciseness: The Report reproduces the requisite information and communicates clear information in as few words as possible. The disclosures are expressed briefly and to the point sentences, graphs, pictorial, tabular representation is applied. At the same time, due care is taken to maintain continuity of information flow in the BRSR.
- Reliability and completeness: LTIM has established internal data aggregation and evaluation systems to derive the performance. LTIM confirms that, all data provided to TUVI, has been passed through QA/QC function. The majority of the data and information was verified by TUVI's assurance team (on sample basis) during the BRSR verification and found to be fairly accurate. All data, is reported transparently, in a neutral tone and without material error.
- Consistency and comparability: The information presented in the BRSR is on yearly basis. and found reliable and complete manner. Thus, the principle of consistency and comparability is established.

**Independence and Code of Conduct:** TUVI follows IESBA (International Ethics Standards Board for Accountants) Code which, adopts a threats and safeguards approach to independence. We recognize the importance of maintaining independence in our engagements and actively manage threats such as self-interest, self-review, advocacy, and familiarity. The assessment team was safeguarded from any type of intimidation. By adhering to these principles, we uphold the trust and confidence of our clients and stakeholders. In line with the requirements of the SEBI [circular SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122, dated 12/07/2023 and Industry Standards on Reporting of BRSR Core, circular SEBI/HO/CFD/CFD-PoD-1/P/CIR/2024/177, dated 20/12/2024.](#)

TUVI solely focuses on delivering verification and assurance services and does not engage in the sale of service or the provision of any non-audit/non-assurance services, including consulting.

**Quality control:** The assurance team complies with quality control standards, ensuring that the engagement partner possesses requisite expertise and the assigned team collectively has the necessary competence to perform engagements in reference with standards and regulations. Assurance team follows the fundamental principles of integrity, objectivity, professional competence, due care, confidentiality and professional behaviour. In accordance with International Standard on Quality Control, TUVI maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

**Our Assurance Team and Independence**

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

For and on behalf of TUV India Private Limited



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



Date: 25/04/2025  
Place: Mumbai, India  
Project Reference No: 8123436688

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