MANAGEMENT DISCUSSION AND ANALYSIS

COMPANY OVERVIEW

LTIMindtree is a global technology consulting and digital solutions company that enables enterprises across industries to reimagine business models, accelerate innovation, and maximize growth by harnessing digital technologies.

As a digital transformation partner to more than 700 clients, we bring extensive domain and technology expertise to help drive superior competitive differentiation, customer experiences, and business outcomes in a converging world. Powered by 84,000+ talented and entrepreneurial professionals across 41 countries, LTIMindtree — a Larsen & Toubro Group company — solves the most complex business challenges and delivers transformation at scale.

⇨ **QUICK FACTS**

741
Active clients

USD 4.5 Billion
Revenue

84,000+
Employees across the globe

41
Countries worldwide

Business Environment and Key Developments

Global

The global economy in 2025 is navigating a landscape of modest growth and declining inflation amid policy uncertainties and structural challenges. Global growth is projected at 3.3% for both 2025 and 2026, below the historical average of 3.7%. Global headline inflation is expected to decline to 4.2% in 2025 and to 3.5% in 2026, with advanced economies expected to reach their inflation targets earlier than emerging markets. According to the International Monetary Fund (IMF), the outlook faces medium-term downside risks and requires careful policy management to balance inflation and growth.

The Chief Economists Outlook survey highlights a subdued global economic outlook, with 56% chief economists expecting further weakening. The US and South Asia, particularly India, are anticipated to see robust growth, while Europe and China face weak prospects. Global inflation is easing, though services inflation remains higher than goods inflation, particularly in advanced and emerging-market economies. US policy under the new administration is expected to bring significant changes in trade, fiscal, and industrial policies, impacting the global economy in the long term. Additionally, trade-war dynamics, especially between the US and China, are expected to intensify, contributing to increasing global trade fragmentation and higher costs for consumers and businesses.

IMF global Global Growth Forecast as of January 2025 (% Change Y-o-Y)

Particulars	Estimate	Projections	
	2024	2025	2026
World Output	3.2	3.3	3.3
Advanced Economies	1.7	1.9	1.8
US	2.8	2.7	2.1
Euro Area	0.8	1.0	1.4
Japan	-0.2	1.1	0.8
UK	0.9	1.6	1.5
Canada	1.3	2.0	2.0
Other Advanced Economies	2.0	2.1	2.3
Emerging Markets & Developing Economies	4.2	4.2	4.3
China	4.8	4.6	4.5
India	6.5	6.5	6.5

Source: IMF, Jan 2025

The world is now navigating the aftermath of a pivotal year of elections in 2024. In India, the world's largest democracy, a record-breaking voter turnout has set the tone for a new government with ambitious domestic and global agendas. The newly elected European Parliament has brought fresh perspectives to address regional challenges and strengthen the EU's role in global affairs. Meanwhile, the US has seen one of its most closely contested elections in recent history, shaping a new administration with significant implications for international security and trade policies. As the global political landscape recalibrates, 2025 presents opportunities and challenges in fostering stability, cooperation, and economic growth.

The US economy remained resilient through 2024, supported by robust domestic demand driven by private consumption. However, growth is expected to slow in 2025 as the effects of trade tensions and tighter monetary conditions start to weigh on business investment and household spending. Rising tariffs on key imports are adding to price pressures, with inflation proving more persistent than anticipated, particularly in services. Although wage growth has remained strong, signs of easing in the labor market are emerging. The Federal Reserve is expected to maintain a cautious stance, with policy rates likely to hold steady through most of 2025, as they balance moderating growth against lingering inflation concerns.

The Euro area continued to face subdued growth in 2024, with Germany's weak economic performance weighing on the region's overall momentum. Heightened geopolitical uncertainty and increasing signs of trade fragmentation further constrained business confidence and export activity, particularly in key economies like Germany and France. While inflation remains elevated, it is showing signs of gradual moderation. The recovery outlook for 2025 is expected to be supported by easing inflationary pressures, cautious monetary policy adjustments, and targeted fiscal measures, though risks from external trade tensions and policy uncertainty persist.

For China, growth is projected to soften, with domestic demand and government stimulus providing support. However, persistent geo-economic risks, trade tensions, and housing market corrections continue to weigh on the outlook. High local government debt and financial sector vulnerabilities are limiting policy headroom, posing challenges to sustaining the momentum.

Outlook

Global economic growth is expected to moderate amid rising geopolitical tensions and trade disruptions. Strategic policy coordination will be essential to balance inflation control with support for investment and consumption. Sustained growth will depend on reinforcing supply chain resilience, advancing structural reforms, and promoting technological innovation. Fiscal discipline, alongside targeted public spending in defense, climate action, and infrastructure, will help economies navigate near-term challenges. Strengthening labor markets, fostering skill development, and encouraging international cooperation to reduce trade barriers will be key to fostering inclusive and stable global progress in the years ahead.

India

India's economy continues to demonstrate strong momentum and is projected to remain one of the fastest-growing major economies in 2025 and 2026. Despite global economic headwinds, India's growth trajectory remains robust, driven by strong domestic demand, sustained public infrastructure investment, and a resilient services sector. However, external risks persist due to weaker global trade, tighter financial conditions, and geopolitical uncertainties. On the domestic front, food inflation remains a concern, particularly due to weather-related risks impacting agriculture. Fiscal policy remains disciplined, with continued investment in infrastructure, digital innovation, and employment generation. The manufacturing sector is expected to benefit from policy incentives and global supply chain shifts, while the services industry, particularly IT and financial services, continues to expand at a healthy pace. Consumer sentiment remains stable, aided by rising urban wages, expanding financial inclusion, and robust digital transformation.

Outlook

India is expected to sustain steady growth, supported by strong investment, domestic demand, and policy-driven industrial expansion. However, global geopolitical tensions, commodity price volatility, and external trade softness could pose risks. Easing inflation should create space for gradual monetary support, ensuring a balance between growth and price stability. Key challenges include enhancing job creation, improving labor market participation, and addressing skill mismatches in a rapidly evolving economy. Opportunities from global supply chain diversification, green energy investments, and technological advancements will drive long-term resilience. Continued structural reforms in taxation, labor, and trade policies will be crucial for sustaining competitiveness and achieving long-term development goals.

Industry Review

As global markets stabilized in 2024, technology spending gained momentum, registering a 10.8% increase, primarily fueled by hardware and software investments, while IT services growth remained flat at 4.7%. Despite uncertainties stemming from elections across multiple regions, FY25 is set to reinforce the industry's position as a global technology and innovation hub, showcasing continued resilience.

The Indian IT industry's revenue is expected to reach USD 283 Billion, growing 5.1% Y-o-Y, and adding USD 14 Billion over the previous year, reflecting resilient growth in FY25. Exports are projected to reach USD 224 Billion, 4.6% Y-o-Y growth, surpassing the USD 200 Billion milestone, while the domestic technology sector is poised to reach USD 58.2 Billion, growing at 7.0% Y-o-Y.

With improving economic conditions, industry hiring rebounded, with 126,000 new jobs added, bringing the total workforce to 5.80 Million – a 2.2% Y-o-Y growth. Growth was largely driven by the US and the Banking, Financial Services, and Insurance (BFSI) sector, while the Asia-Pacific, Telecom, Retail, and Healthcare are emerging as the other key growth markets for the industry.

The NASSCOM Annual Enterprise CXO Survey 2025 highlights a shift toward AI-driven digital transformation, with organizations increasingly consolidating technology investments into high-impact use cases that are expected to define the next five years. About 82% of CXOs plan to increase digital spending by 5%+ compared to CY24.

Looking ahead, technology providers anticipate stronger growth in FY26, with 77% expecting higher technology spending, fueled by foundational digital scope, emerging markets, and AI-led innovation. However, cautious optimism prevails as AI-driven service transformation, skill shortages, cybersecurity risks, and margin pressures remain key challenges. Additionally, geopolitical uncertainties and trade policy shifts continue to influence market dynamics.

References

1. IMF WORLD ECONOMIC OUTLOOK UPDATE, JAN 2025

2. OECD ECONOMIC OUTLOOK, INTERIM REPORT, MARCH 2025

3. WEF CHIEF ECONOMISTS OUTLOOK: JAN 2025

4. NASSCOM TECHNOLOGY SECTOR IN INDIA, STRATEGIC REVIEW 2025

Business Review

For FY25, LTIMindtree's USD revenue stood at USD 4,492.5 Million, up 5.0% in constant currency and 4.8% in USD terms, and INR revenue stood at INR 380,081 Million, up 7%. PAT margin came in at 12.1%, compared to 12.9% for FY24. LTIMindtree's financial performance highlights the strength of its edge-to-experience capabilities and its ability to deliver consistent growth across key markets.

Alliances & Partnerships

Foreword

Over the years, LTIMindtree's robust partner ecosystem has grown from strength to strength, delivering substantial value to customers by building and executing joint Go-to-Market (GTM) strategies with a diverse set of global tech leaders across various domains, including Data Analytics & Gen AI, Cloud & Infrastructure, Interactive, Digital Engineering, Low Code & Integration, Security and more. This vibrant partner ecosystem not only augments our service offerings but also ensures we stay at the forefront of technological advancements.

LTIMindtree's 'Power of Partnerships (PoP) framework' analyzes and measures the success of partnerships across the organization through six key dimensions. This framework democratizes partnerships across the organization while standardizing management and governance to drive expected outcomes.

During the year, LTIMindtree further invested in building cutting-edge solutions with partners tailored to evolving industry needs, while also differentiating itself by acquiring and retaining over 27 specializations. We continued to collaborate with partners to create combined value through execution of joint GTM strategies, co-innovation, co-selling and driving joint demand generation initiatives.

LTIMindtree achieved several partnership milestones over the past year. For the first time ever, we signed exclusive Strategic Partnership Agreements (SPAs) with all three hyperscalers: GCP, Microsoft, and AWS. These multi-year SPAs have been carefully orchestrated with defined investments to supersize LTIMindtree's joint business.

Gen AI Collaborations & Initiatives

During the year, LTIMindtree invested extensively with partners to amplify its Gen AI credentials through offering development, co-innovation and capacity creation. Key highlights include launching a joint AI Innovation Center with IBM in Bengaluru, partnering with niche AI companies like Voicing AI, ThirdAI, Klarity.ai, Kore.ai, and Yellow.ai, and co-developing multiple Gen AI solutions.

LTIMindtree also acquired five new Gen AI specializations across partners, including the AWS Gen AI Competency, AI&ML on Microsoft Azure, secured inclusion into the Oracle beta program for Gen AI products and launched the 'Infra for AI' whitepaper with Dell. Additionally, we executed over 20 Gen AI customer round tables, workshops and events with our partners, highlighting our proactive approach to innovation and collaboration.

LTIMindtree co-developed several groundbreaking Gen AI solutions with its partners to deliver AI-powered transformation for its customers. We upgraded our proprietary PolarSed to be Gen AI-ready with Snowflake, co-launched Smart AI Underwriter solution for the insurance industry and achieved ITSM Product Line Achievement with ServiceNow. We harnessed the Pega platform to develop Gen AI-based customer service solution, Gen AI-based PoCs (Knowledge Buddy and Coach) and created 400+ Pega Gen AI Blueprints.

Additionally, we co-launched Alcazar.AI and finalert.AI with Databricks, introduced Gen AI-powered insurance solutions including Leapfrog solution, QAICore and Smart Underwriting with Duckcreek. With NVIDIA, we co-developed innovative solutions including LTIMindtree AI Platform for Agentic Solutions (integrating NVIDIA technology into our existing platforms), CustCare.ai, iScan, RegInspector, and more.

All these Gen AI initiatives further propelled LTIMindtree's market position as a Gen AI innovator and one of the key pioneers for advancements in AI.

Partner Events

LTIMindtree strengthened its partner relationships through several co-branding and co-marketing efforts. During the year, we sponsored various partner events and co-benefited from partners sponsoring several LTIMindtree events. In FY25, we conducted several significant events that received tremendous support and sponsorship from our strategic partners.

LTIMindtree Annual Sales Conference 'SPARK'

One of the standout moments of the year was LTIMindtree's inaugural Annual Sales Conference 'SPARK', celebrating a Partner Day during the event that was sponsored by 15 key strategic partners. SPARK witnessed 80+ partner attendees, 20 insightful keynotes and breakout sessions and 60+ well-orchestrated CXO meetings, creating an unparalleled experience for partners to network and exchange ideas.

Additionally, we conducted two high-profile leadership events: the CXO Catalyst event in the US and the UK, and Insurance Leadership Forum (ILF) 2024 in the US, with sponsorship and representation from select key partners.

CXO Catalyst Event

The CXO Catalyst event at London had participation from over 52 C-suite leaders with representation from over 48 companies and was sponsored by four strategic partners. This event provided a platform for all the participants to dwell into the future of AI, ethical and responsible use of AI, and its transformative impact on customers' businesses. Partners were able to showcase their AI solutions to prospects and customers, leading to new collaborations and growth opportunities through this unique leadership event.

Annual Insurance Leadership Forum (ILF) 2024

Annual Insurance Leadership Forum (ILF) 2024 provided a dynamic platform for sharing insights and experiences around pivotal issues related to AI adoption in the insurance industry. Themed, 'AI Meets the World', this event attracted over 300 industry leaders from 60+ insurance companies and received sponsorship from 10 industry and technology partners. This event featured over 50 demo sessions by partners and the launch of 15 innovative insurance solutions. Under LTIMindtree's leadership, this event fostered collaboration and shared insights, driving business impact for its partners.

Key Partner Events

AWS re: Invent 2024 — Las Vegas

Microsoft's EBC — Seattle

IBM Think — Boston

Pega World iNspire 2024 — Las Vegas

Google Cloud Next 2024 — Las Vegas

Boomi World 2024 — Denver

HPE Discover — Las Vegas

Cisco Live — Las Vegas

Oracle Cloud World — Las Vegas

Dell Technologies World (DTW) 2024 — Las Vegas

WBSO2202 — Barcelona

Salesforce Dreamforce 2024 — San Francisco

Siemens Partner Conference — Los Angeles

Aveva World 2024 — Paris

ServiceNow Summit — Dubai

Tricentis World Tour event — US, London & Singapore

Snowflake Summit 2024 — San Francisco

Delta + AI Summit — San Francisco

Microsoft Ignite 2024 — Chicago

SAP Sapphire — Orlando & Barcelona

UiPath Forward 2024 — Las Vegas

Appian World 2024 — Washington

Informatica World Tour — London

Awards & Recognitions

LTIMindtree had a remarkable year achieving over 27 partner awards and recognitions from various global partners across a wide range of award categories.

One notable achievement was winning first-time partner awards from major players like GCP, Pega, Databricks and Informatica. Receiving recognition in industry-specific categories, such as Snowflake's Manufacturing and Industrial Data Cloud Partner of the Year, GCP's Manufacturing Partner of the Year, and Pega's Partner Industry Excellence Award for Healthcare and Life Sciences highlights our deep industry knowledge and expertise.

We also received several innovation and transformation awards, including Informatica Global Innovation Partner of the Year, SAP Innovation Excellence Award in SAP Central Finance, Salesforce Partner Innovation Award in Retail Category, Databricks Transformation Partner of the Year Award. Additionally, LTIMindtree was recognized with special category awards for creating business impact, including the AWS Champion's Award for the Most Innovative Industry Deal, the Duck Creek Standard for Excellence Award, finalist recognition in Microsoft Partner of the Year (PoTY) Awards for Community Response, the Oracle Business Impact Award in North America, Oracle Customer Success Awards for Europe and the Middle East, and Salesforce Overall Credentials Growth awards across EMEA, APAC, and AMER.

These awards are a testament to LTIMindtree's strong credentials in building and strengthening its partnerships as well as jointly accelerating customers' journey towards innovation and digital transformation.

Awards

Informatica - Global Innovation Partner of the Year

WSO2 Most Valuable Partner (MVP) Club

Boomi's Asia Partner of the Year

AWS Champions Club UK & Ireland 2024 for most innovative deal

Snowflake Manufacturing and Industrial Data Cloud Services Partner

HPE Emerging Partner Award for MEA region

Tricentis Global Breakthrough Partner of the Year

Databricks Transformation Partner of the Year

Salesforce Partner Innovation Award for Retail Industry Segment

Pega Partner Industry Excellence Award for Healthcare and Life Sciences

2024 Google Cloud Partner of the Year for Manufacturing Industry Segment

Oracle Cloud/Tech Partner Awards for Business Impact and Customer Success

Finalist for Microsoft Community Response Partner of the Year Award

SAP Innovation Excellence Award for SAP Central Finance

AWS champions club UKI for highest overall SAP Pipeline

Tricentis SAP Transformation Partner of the Year

Qlik Emerging SI Partner of the Year award

New Partnerships

Over the years, LTIMindtree has created and nurtured a robust and dynamic ecosystem of partnerships.

During FY25, we further expanded our partner portfolio across key areas in Cloud & Infra, Data & AI, Interactive, Digital Engineering, Low Code & Integration, Enterprise Applications, Quality Engineering, and Security domains. Some of the new partnerships signed during the year included iQuent Technologies LLC, Sysdig Inc., Confluent, Ataccama, Interact CX PTE Ltd., Happy Signals, Devo Technology Inc., Stibo Systems As, GenRocket Inc., DataSwitch Inc., Nexla Inc., Xensam AB and Bitonic Technology Labs Inc., to name a few.

Aligned with LTIMindtree's AI Approach, 'AI in Everything, Everything in AI, AI for Everyone', we signed new partnerships with several niche and disruptive AI players including Voicing AI, ThirdAI, Klarity, Kore.ai, and Yellow.ai, to name a few.

Gen AI Partnership – Voicing.ai

To strengthen its Gen AI capabilities, LTIMindtree has invested in and partnered with Voicing AI to enhance its AI-driven platform solutions. This collaboration leverages Agentic AI with human-like voice capabilities across 20+ languages, incorporating conversational, contextual, and emotional intelligence. It enables us to redefine business processes by helping clients optimize costs, mitigate risks, enhance user experiences, reduce revenue leakages, and unlock upsell opportunities. This partnership strengthens our AI-driven solutions and expands our innovation strength in automation and intelligence.

In addition to this, we also enhanced our partnerships with strategic majors including Dell, HPE, Google, Microsoft, ServiceNow, for regional expansion as well as for new joint programs. LTIMindtree also signed multi-year Strategic Partnership Agreements (SPA) with Google, Amazon Web Services (AWS), and Microsoft.

Summary & Conclusion

LTIMindtree's partner ecosystem continued to be the cornerstone of its hypergrowth strategy in FY25. Key highlights during the year were the SPAs signed with three hyperscalers – AWS, Google Cloud Platform (GCP), and Microsoft, along with our focus on strengthening our market position as a Gen AI innovator & transformation partner.

During the year, we strategically invested in partnerships to amplify our Gen AI credentials by offering development, co-innovation, and capacity creation. Testament to this was the launch of the first ever joint AI Innovation Centers with IBM in Bengaluru. Additionally, we executed over 20 Gen AI customer round tables, workshops, and events with our partners.

By fostering partner collaboration, developing joint GTM strategies, co-investing in innovative technology expertise and capability building, and creating differentiation through acquiring specializations, LTIMindtree is setting itself up for success in expanding markets and driving business growth.

Strategic Partnerships Overview for FY25

![aws PARTNER Premier Tier Services]

LTIMindtree is a Premier Tier Partner for Amazon Web Services (AWS) which has 12 AWS competencies, 17 Service Delivery Program (SDP) designations, 21,706+ accredited cloud experts, 2,234+ certified AWS professionals. Our partnership with AWS helps propel enterprises through a host of offerings and services with a demonstrated capability in the areas of Application & Infrastructure Modernization, Gen AI, SAP on AWS, Data Analytics and Managed Services for end-to-end AWS adoption.

We have a 360-degree relationship with AWS, delivering Strategy Consulting, Cloud Advisory, Technical Delivery, and Managed Services. We have AWS competencies in the areas of IoT, Microsoft Workloads, Data Analytics, DevOps, Energy Consulting, Financial Services, Migration, Machine Learning, SAP, Mainframe Migration, Travel and Hospitality Consulting, and Gen AI Services. We have also invested in creating a co-innovation center in collaboration with AWS in Hartford CT, US.

LTIMindtree was announced as the finalist in the Global Application Modernization Partner of the Year Awards category at AWS re: Invent in Las Vegas in December 2024. In 2025, we signed a multi-year Strategic Collaboration Agreement (SCA) with AWS to jointly invest in scaling their mutual business. Additionally, we also attained the highly coveted AWS Gen AI competency along with the Mainframe and TTH competencies. We also retained our competency status for the AWS Managed Service Program.

Through this strengthened partnership with AWS and leveraging Bedrock and agentic framework, LTIMindtree aims to accelerate the adoption of Gen AI technologies across industries, helping organizations build sustainable competitive advantages in an AI-driven future.

![Google Cloud Partner]

LTIMindtree is a Premier Partner for Google Cloud Platform (GCP) and Google Workspace, also maintaining a well-established 360-degree partnership with Google. This was a special year for the LTIMindtree-GCP relationship with the Company receiving its first ever industry award with GCP as the Manufacturing Partner of the Year 2024.

Our GTM strategy with GCP includes significant initiatives in Data Lake Modernization, EDW Modernization, modernizing traditional applications and platforms, Mainframe Cloudification and Gen AI. We will also capitalize our deep expertise in Oracle solutions to drive modernization and migration of Oracle database on Google Cloud for customers across industries.

LTIMindtree's Google credentials are as follows:

- DevOps specialization with multiple expertise areas
- 1,290+ GCP certified associates
- 2,500+ trained GCP architects, engineers, and developers
- 1,400+ Delivery Readiness Index (DRI) profiles with Tier 1 score in 11 solution areas

LTIMindtree is also a strategic vendor to Google's 'Professional Services Organization' (PSO), providing Google Cloud customers with qualified resources that have demonstrated technical proficiency and proven success in specialized solution and service areas. Over time, we have also scaled up our investments to ramp up the 'GCP CoE' significantly and we are investing in building IPs and accelerators.

During the year, LTIMindtree and Google entered a three-year global SPA with the vision of accelerated business growth, collaboratively incubating solutions and driving skill development of the resources. This strategic partnership will exponentially alter the trajectory of growth for our business, delivering transformative Google solutions that maximize customer value on cloud investments.

LTIMindtree has a longstanding 360-degree partnership with Microsoft across multiple dimensions. We have attained all six Solution Partner Designations with Microsoft including Digital & App Innovation, Infrastructure, Data & AI, Security, Business Applications, and Modern Work.

In FY25, LTIMindtree significantly strengthened its Microsoft credentials by adding/retaining 10 specializations, including Low Code Application Development, Data Warehouse Migration to Microsoft Azure, Kubernetes on Azure, Build and Modernize AI Apps with Microsoft Azure, and Analytics on Microsoft Azure. We are also a recognised member of Microsoft Partner Advisory Councils for Business Applications and App Innovation. Our success with Microsoft is supported by 18,000+ associates who help customers around the world to solve complex business problems.

LTIMindtree Microsoft credentials include:

- Azure Expert MSP
- 11 specializations
- Solution Partner designations
- Dedicated Microsoft business unit
- 55+ solutions listed on the Azure marketplace including consulting services and transactable IPs
- Cloud Solution Provider across nine regions

During the year, LTIMindtree was recognized as a finalist in the 'Community Response' category at the Microsoft Partner of the Year Awards. We were also recognized as a Fabric Featured Partner and became a member of the Copilot Jumpstart Program.

In 2024, LTIMindtree and Microsoft signed their first-ever SPA, thereby deepening collaboration and investments across multiple dimensions of the relationship. Looking ahead, we are committed to continue being at the forefront of adopting and innovating with Microsoft as the partners strive to jointly shape the future of technology and business.

For over two decades, LTIMindtree has partnered with IBM as a GSI & Platinum Business Partner, marking a significant collaboration in technology and digital transformation. Our strategic partnership comprises over 2,000 experts proficient in IBM technology, supporting multiple IBM Centers of Excellence across Gen AI, Data, Sustainability, Business Automation, Integration, and Hybrid Cloud.

During the year, we collaborated with IBM to establish a global, joint Gen AI Center of Excellence (CoE) to offer a comprehensive suite of Data, AI, and governance services to joint clients. We also launched our first-ever AI Innovation Center with IBM in Bengaluru that showcases co-created industry-leading solutions that help customers accelerate their AI adoption journeys. The state-of-the-art facility demonstrates cutting-edge technologies and innovative solutions in AI, ML, data science, and governance centered around IBM watsonx.

LTIMindtree and IBM have formed a deep-seated synergy that has fueled innovation, creativity, and excellence, leading to a 360-degree relationship. Together with IBM, we aim to continue pushing boundaries and exploring new opportunities for growth and technological advancement.

LTIMindtree is one of SAP's 19 Global Strategic Services Partners (GSSP), assisting organizations in leveraging the latest SAP innovations such as RISE with SAP, SAP GROW, SAP Business AI, Industry Cloud Solutions, SAP Business Technology Platform (BTP)-based Platform-as-a-Service (PaaS) offerings, Sustainability, Mid-market, and various other solutions. This partnership underscores LTIMindtree's deep expertise and robust capabilities in SAP technologies, enabling the partners to deliver comprehensive and impactful solutions to their clients.

With over 25 years of experience, 250+ global SAP customers, 10,500+ SAP Minds with 3,000+ certifications, and 50+ purpose-built SAP Innovations, we have one of the industry's largest and most mature SAP practices.

Key achievements in FY25

- LTIMindtree is the winner of the "#Hack2Build-#SAPBTP Gen AI Hub- Build Business AI applications with Gen AI Hub" for the third Time in a row!
- LTIMindtree won SAP with "Innovation Excellence Award" in SAP Central Finance
- LTIMindtree has been honored with the 'SAP ACE Award 2024' in the Special SAP Recognition category

Today's enterprises are dealing with a complex business environment – dynamic supply chains, ever-changing business models, consumer needs demanding new business innovations, mass-personalization and many more. By leveraging modern SAP technologies like SAP's flagship ERP product S/4HANA, Business Technology Platform (BTP) and BusinessAI, combined with our strong collaboration with SAP, we are ideally poised to help businesses become 'Timeless Enterprises' and get to the future, faster – together with SAP.

For over 20 years, LTIMindtree has been a trusted global partner of Oracle, enabling customers to leverage cloud technology for maximum ROI. As a Global Expertise and Cloud Solution Provider Expertise partner, we collaborate with Oracle on marketplace offerings, competency centers, and customer advisory boards. With over 200 Oracle Expertise Badges and 5,000 Oracle-certified professionals, LTIMindtree has established itself as a leading partner in the Oracle ecosystem.

Over the years, LTIMindtree has been recognized with several Oracle awards, including the Global Best Commerce Cloud Transformation Award, the Global Earthfirst Award for Operational Excellence in Sustainability, the JD Edwards

Product Innovation Award, and the Cloud Partner Award for Infrastructure. In FY25, we won three Oracle Cloud Partner Awards at Oracle CloudWorld. These awards were in the categories of Business Impact for Oracle North America Cloud/Tech Partner, Customer Success for Oracle Europe West Cloud/Tech Partner, and Oracle Middle East and Africa Cloud/Tech Partner.

LTIMindtree has one of the largest JD Edwards practices around the globe, receiving multiple accolades in product innovation and digital Integration. Our services include Oracle Cloud Application, Oracle Cloud Infrastructure, Enterprise Application, and Industry GBU Application. Our expertise in Oracle Application Development, Digital Native Applications, Applications to Oracle Cloud, Database to Oracle Cloud, DevOps, Platform Integration, and Data Management make us a leader in the field. Our Oracle solutions help modernize on-premises applications for improved business outcomes, while our Industry Cloud solutions offer hyper-personalized customer experiences. We have also developed joint GTMs with Oracle in multiple geographies.

During the year, LTIMindtree became the first Oracle partner globally to achieve the triple certification in Oracle Analytics. We also attained the CE, CSPE partnership levels for IaaS, PaaS and SaaS across six regions (North America, Western EU, the Middle East, India, ASEAN, and ANZ). LTIMindtree was also ranked among the Top 3 Oracle partners worldwide with 100+ cloud service specializations and was invited by Oracle to be a part of its exclusive Gen AI Beta Program. With Oracle partnership, we are accelerating the transformation of businesses. Together, the partners are reimagining the future of work, driving unprecedented speed and collaboration. They are not just building businesses; they are revolutionizing them.

LTIMindtree has solidified its position as a trusted partner of Snowflake, bolstered by its Elite Partner status and consistent recognition as one of Snowflake's top three global partners. With unwavering support and active involvement from key leadership at both LTIMindtree and Snowflake, this partnership has grown manifold over the years.

Adopting a 360-degree partnership approach — Sell with, Sell through, and Sell to — we deliver end-to-end modernization services. Together, we have transformed data ecosystems for global enterprises across Financial Services, Manufacturing, Energy Utilities, Hi-tech, CPG, and Retail. These initiatives have powered seamless migrations, modernized data platforms, and built innovative Data & AI solutions on Snowflake's technology.

At the forefront of innovation, LTIMindtree leverages cutting-edge technologies like Gen AI to redefine the data-to-decisions journey. Proprietary Gen AI-ready tools like PolarSed accelerate Snowflake modernization with 60-70% automation, ensuring faster time-to-value. Our suite of pre-built industry solutions empowers clients to unlock the full potential of Snowflake's Data Cloud, enabling tailored, scalable, and AI-driven outcomes. Further solidifying our expertise, we have earned industry competency badges in Manufacturing and BFSI, showcasing our commitment to excellence across sectors.

This year, the partnership has earned widespread recognition, including awards such as Manufacturing and Industrial Data Cloud Services Partner of the Year 2024, Snowflake Data Services Cloud Partner of the Year in Sweden, as well as recognition for having the best product display at the Snowflake summit. Additionally, the partners achieved Technology and Migration Acceleration badges for SAP and Teradata and became launch partners for transformative offerings like Snowpark Container Services and Gen AI — Snowpark Container Services (SPCS).

Further strengthening the Snowflake ecosystem, we have expanded our partnerships with Fivetran, Alation, AWS, and DBT to deliver comprehensive, future-ready solutions. Together, LTIMindtree and Snowflake are redefining partnership excellence, empowering enterprises to unlock the true potential of Data & AI and charting a course for boundless innovation.

LTIMindtree is an Elite Partner of ServiceNow. Our strategic partnership with ServiceNow spans programs like Consulting & Implementation, Reseller Service Provider and Build Partner. Our Managed IT Services solution, designed in partnership with ServiceNow, helps organizations get the speed and quality of IT services required to be on top of changing business needs.

LTIMindtree's dedicated ServiceNow practice has carried out large-scale transformational engagements — covering the entire value chain and ServiceNow offerings portfolio — at some of the world's largest media & entertainment, utilities and manufacturing companies. In addition to upskilling and reskilling resources across various ServiceNow certification streams and building competencies beyond ITSM, we have also invested heavily in establishing a dedicated ServiceNow engineering team and Center of Excellence, developing a broad range of custom applications and accelerators to drive-function specific as well as Enterprise ServiceNow solutions.

To stay ahead of the curve, we are working on several use cases leveraging ServiceNow Gen AI capabilities to unlock potential benefits and create competitive advantage for our existing customers. Some of these Gen AI use cases can be built utilizing third party LLMs, thus creating a strong future-ready Gen AI adoption model.

During the year, LTIMindtree launched Smart AI Underwriter solution for Insurance industry and achieved ITSM Product Line Achievement. In the last 12 months, we have expanded our competency by adding more than 1,000 certifications and accreditations across various ServiceNow product lines, thus strengthening our overall delivery capability. We continue to make investments in key markets across Sales and Delivery to grow the ServiceNow footprint.

LTIMindtree is an established Summit (Highest) Tier Partner of Salesforce with 20+ years of relationship and experience on the platform. We specialize in Salesforce/MuleSoft/Tableau implementation & consulting services to drive digital growth through deep client engagement.

With 3,000+ certified consultants, 8,500+ certifications, and an experience of 4,000+ projects and a 4.8/5 overall CSAT, LTIMindtree offers services across the Salesforce success value chain ranging from Strategy Consulting & Solution Design to Implementation and Application Value Maintenance. Our practice and offerings are guided by dedicated CoEs for Core Services, AI/Agentforce, Marketing, Commerce, Industry Clouds and Functional Consulting.

Recognized by industry analysts including ISG's Rising Star and Gartner's Major Contender, we provide transformational services across the Salesforce portfolio, including but not limited to:

- Agentforce and Data Cloud
  - Partner Advisory Board Member
- Sales Cloud/Experience Cloud/CPQ-RLM
- Service Cloud/Field Service
- Marketing Campaign Ops & Personalization
- B2C and B2B Commerce Clouds
  - Joint Composable Commerce Whitepaper, B2B RevEase Solution
- Industry Clouds
  - Co-launch Partner for Automotive Cloud and Construction 360 (SmartOps)
- PaaS implementations based on Force.com platform
  - Achieved Outsourced Service Provider accreditation

During the year, LTIMindtree was at the forefront of innovation for Salesforce's Data Cloud and Agentforce products. We were invited to participate in an exclusive program for the top 10 Salesforce GSI to train and mobilize resources, provide POVs and solution offerings for the Data Cloud/AI initiative to drive market penetration.

Looking ahead, we are excited to continue driving innovation and transformation in the Salesforce ecosystem through our comprehensive implementation and consulting services. Focus on Agentforce and OSP offerings reflects our commitment to empowering businesses with cutting-edge solutions that enhance operational efficiency and customer experiences. By leveraging Salesforce's robust capabilities, we aim to enable organizations to streamline agent productivity, optimize sales processes, and achieve their strategic goals. We look forward to collaborating with our clients to unlock new growth opportunities and deliver measurable value in an ever-evolving digital landscape.

LTIMindtree is a Global Platinum Solutions Partner for Adobe, the highest tier of partnership offered by Adobe. The joint GTM focus areas cut across personalization insights and engagement, personalization at scale, Next-gen B2B experiences, digital transformation, omnichannel commerce, and end-to-end content lifecycle.

We bring a full suite of customer experience and transformation services to the table and have been an anchor partner for many of our large customers in their digital transformation programs. We help our customers strategize their digital marketing programs and help to build and maintain their digital marketing platforms. The Adobe practice at LTIMindtree comprises of 1,200+ resources and 170+ certified experts, with specializations in AEM sites, Adobe Commerce, and Marketo.

During the year, we were honored to secure a spot in Forrester's Adobe Services Landscape Report for Q1 2024, standing among an elite group of 27 distinguished firms recognized for their significant presence in the realm of Adobe services. This showcased our substantial impact within the industry.

Looking ahead, we envision to co-launch and market joint solutions with Adobe, targeting key market demands and customer focus areas such as modernization of marketing operations, the pervasive use of AI, and the capability to create a seamless end-to-end customer journey. This customer-centric alignment offers us a significant opportunity to expand our Adobe business further, harnessing comprehensive expertise and enhancing the partnership with Adobe to deliver substantial value to customers.

LTIMindtree is a Global Elite Partner of Pega and a Global Reseller. Over the years, the partnership between LTIMindtree and Pega has matured manifold. Today our Pega practice comprises 500+ certified associates with specialization in the Low Code practice, and 3,000+ consultants having serviced 200+ active clients.

We have achieved AMS specialization in the areas of Intelligent Automation, Healthcare and Life Sciences. We have also attained authorization distinction for AMS, EMEA, APAC regions, thereby solidifying our expertise across Gen AI, Process Mining, Process AI, customer service, customer engagement, and intelligent automation.

Over the years, we have earned the reputation of being the most valuable and preferred GSI partner for Pega by providing the exclusivity of solution pre-launch demo, industry and marketplace solutions, successful customer implementations, strong executive connects, joint investments, celebrating Partner Days, driving certified skill set and joint GTM activities.

During the year, we harnessed the Pega platform to develop a groundbreaking Gen AI-based customer service solution. This innovative solution excels in processing customer interactions, providing trend summaries, suggesting actions for future requests, offering comprehensive application improvement recommendations, and gathering customer feedback. Additionally, we developed Gen AI-based PoCs (Knowledge Buddy and Coach) and created 400+ Pega Gen AI Blueprints. The Pega Gen AI Blueprint is an innovative tool designed to streamline the process of creating and implementing digital transformation projects. It leverages AI to provide optimal workflow designs based on industry best practices.

Leveraging our expertise in Process AI, we have also created Fraud Claim and SLA Management Process solutions that integrate automation with real-time workflows. Additionally, we have developed Member Wellness & Outreach Solution (Member Wellness & Outreach Solution Features – Pega), which aims to deliver customized preventive care to members through coordination between healthcare payer agents, physicians, and members, marking a step towards value-based care. These solutions present us with significant growth opportunities through a non-linear revenue channel, which we intend to harness going forward.

LTIMindtree, a Global Gold Partner with Boomi, has made significant strides in digital integration, API management, and legacy modernization. With over 580 Boomi certifications and multiple Partner Awards, including the 2024 Boomi APJ Partner Awards and the 2023 APAC Partner on Boomi Award, our expertise is well-recognized.

During the year, we co-enabled several Fortune 500 companies with end-to-end seamless integration and modernization across their business units. Leveraging Boomi's innovative tools such as the Boomi Console, MetaPlex, Boomi Incident Tracker, and CMIS Connector, we enhanced customers' operational efficiency and seamless connectivity. Additionally, we set up an on-prem Boomi platform for oil rig integrations and backend ERP applications. This strategic partnership extends further to joint GTM campaigns, webinars, white papers, and marketing events, fostering a strong relationship.

Looking ahead, in collaboration with Boomi, LTIMindtree intends to drive further advancements in digital integration, positioning itself as a leader in the industry, leveraging innovative Boomi products to solve customers' integration challenges.

LTIMindtree is proud to be an Elite Partner of Databricks, highlighting its strong commitment to this strategic relationship. As an Elite Partner, we empower our customers to fully leverage the Databricks Lakehouse Platform, facilitating accelerated migration. Our automation-led approach, powered by our proprietary ALCAZAR, streamlines the migration process and minimizes downtime, ensuring a seamless transition.

In FY25, LTIMindtree was honored with the prestigious Global Transformation Partner of the Year Award at the Data + AI Summit 2024 in San Francisco, where we also launched Alcazar.AI and finalert.AI, showcasing our innovative capabilities.

LTIMindtree's robust Databricks practice, with 1,500+ trained resources, operates at a Level 3 maturity within its dedicated Databricks Center of Excellence (CoE), which boasts multiple accelerators, Gen AI capabilities, and pre-built, industry-specific use cases tailored for various industries. This ensures a strong foundation for our delivery capabilities and global GTM strategy.

We launched Alcazar.data to provide actionable strategies for building unified data foundations and Alcazar.ai to democratize AI. Additionally, we have been the launch partner for the Databricks Data Warehouse Brickbuilder Migration Solutions and the Databricks Unity Catalog Migration Solution.

A significant highlight this year was the Alteryx to DB Launch, a groundbreaking solution to transform Alteryx workloads to Databricks. We also launched 'DNA to the FUTURE', a publication showcasing our top use cases with Databricks. Additionally, we built a dedicated Databricks business unit to streamline joint GTM efforts and propel our growth. We witnessed aggressive growth in Databricks implementations, creating significant impact for our clients.

Looking ahead, we are focused on new growth avenues, especially with emerging capabilities like Gen AI, Databricks Unity Catalog, and Mosaic AI, which hold immense potential for transforming data management and delivering innovative solutions.

LTIMindtree has achieved top-tier Global GSI status with Informatica, marking a significant milestone for data excellence. This partnership is driven by a focused approach to growth through global, regional, and account-level engagements. To further this commitment, we have established a dedicated Informatica business unit and a Center of Excellence (CoE) to propel growth and build innovative solutions.

This year, LTIMindtree was conferred the Global Innovation Partner of the Year Award. Further, we emerged among the top 3 GSIs globally at the Hack2skill powered Informatica Data Engineering Hackathon 2024.

During the year, we actively engaged in key events with Informatica, with the latter sponsoring our Sales meet, 'SPARK', in Orlando, and the CXO Catalyst event at Abbey Road Studios in London. We were also a Gold Sponsor at the Informatica World Tour in London. Joint events included the ESG Data Roundtable in Oslo and the Roundtable on ERP Modernization in Eindhoven.

This year, we launched Project IRX, a groundbreaking initiative aimed at infrastructure modernization, leveraging cutting-edge technology, achieving an impressive 60% automated code conversion from legacy systems to Informatica. The project has been extremely successful, resulting in significant incremental revenue growth, which has enabled us to identify new opportunities and acquire new logos.

Looking ahead, this strategic partnership between LTIMindtree and Informatica promises to catalyze innovation, drive transformative outcomes, and unlock boundless opportunities in the dynamic landscape of data-driven enterprises.

Hewlett Packard Enterprise

Hewlett Packard Enterprise (HPE) and LTIMindtree share a 360-degree partnership, representing a significant collaboration aimed at delivering innovative solutions and services to clients in key focus areas by striving to address the evolving needs of businesses in the digital era.

This year, LTIMindtree was honored with the Emerging Partner for the Middle East Asia Region Award, testifying the rapid momentum built through this strategic partnership. By collaborating closely with customers to address their unique challenges and objectives, HPE and LTIMindtree are jointly designing the customer-centric blueprint for industry-specific use cases and commercial models that drive innovation and deliver tangible results.

By combining HPE's AI-powered tech infra expertise and GreenLake-based hybrid cloud solutions with LTIMindtree's reliable and Full Stack Digital Operating (FSDO) model proven services, we are accelerating clients' digital transformation journey and delivering secure, distinctive experiences from edge to cloud with a security first, AI-powered networking platform. This collaboration is helping clients harness the power of Gen AI with domain expertise and industry knowledge to accelerate movement from concept to scale.

This strategic partnership emphasizes a customer-centric approach, with a focus on understanding each client's unique challenges and objectives. By collaborating closely with clients, HPE and LTIMindtree are designing the blueprint for industry-tailored use cases that address specific business needs and commercial models that drive innovation and deliver tangible results.

With a shared commitment to excellence and a vision to leverage complementary set of capabilities, this collaboration is poised to make a significant impact on the ever-evolving landscape. We remain focused on expanding joint capabilities and market horizons to ensure our clients always remain ahead of the curve in a transient environment and deliver a sustainable business impact.

DELL Technologies
GOLD PARTNER

LTIMindtree's 360-degree partnership with Dell encompasses cutting-edge technologies in areas of Multicloud, Gen AI Intelligent Edge, Data Protection and Infrastructure Resiliency, Device-as-a-Service (DaaS) and PC-as-a-Service (PCaaS).

Resources spread across the globe contribute to co-develop and deliver outcomes and maximize return on investments. The partnership is consistently expanding the solution portfolio, delivering comprehensive solutions.

Joint GTM Priority Areas:

- **Multi-cloud:** Co-developed multi-cloud solution that combines LTIMindtree's full stack digital operations (LTIMindtree AI Platform for Modernization, CloudXperienz) with Dell APEX Cloud Services

- **Data Protection and Infrastructure Resiliency:** Collaborative approach towards the three 'I's for data security and recoverability – Integrity, Immutability, and Intelligence

- **Intelligent Edge:** The partnership brings together edge-to-core-to-cloud infrastructure operations, IT & OT, analytics, related vertical solutions, services and platforms; the co-developed solution will offer Simplify – Edge operations at scale, Optimize – Edge investment, Secure – with Zero Trust

- **DaaS and PaaS:** LTIMindtree's portfolio of DaaS offerings leveraging Dell's APEX PC-as-a-Service solution maximizes IT resources and controls day-to-day PC support and management

During the year, LTIM and Dell joined hands to drive transformative initiatives, including Gen AI-driven growth opportunities and innovation. Our services, powered by Dell Technologies, are designed to help enterprises leapfrog in their Gen AI journey. We deliver full-stack Gen AI solutions, built on the best of Dell infrastructure and software, and combined with the latest GPU accelerators, AI software, and AI expertise.

Looking ahead, we are committed to continuously pushing the boundaries of innovation, leveraging cutting-edge technology and deep AI expertise to empower businesses and drive unprecedented growth in the rapidly evolving technological landscape.

CISCO
Gold Partner

LTIMindtree is a Cisco Gold Partner with a 360-degree relationship. Collaboration with Cisco enables us to provide next-generation IT solutions and services to our customers by leveraging various Cisco architectures. We leverage the Cisco partnership in initiatives for software-defined networking, data center transformation, application transformation security, cybersecurity, unified communication, IoT, and Smart City projects.

We have a large pool of Cisco-certified engineers and architects, who work closely with our customers to deliver business outcomes. We have expertise in the design, implementation, support, and maintenance of Cisco architecture. Cisco's commitment to continuous innovation, coupled with a vast product range from enterprise-level security to network automation, makes it an industry-standard choice.

During the year, LTIMindtree and Cisco extended their partnership to deliver integrated Secure Access Service Edge (SASE) solutions based on Cisco technology to LTIMindtree's global client base. Our expertise in tailoring solutions to the specific vertical requirements is the perfect complement to Cisco's technology, including Cisco Secure Access and SD-WAN, delivering seamless and secure connected experiences for both remote and in-office workers.

Our rapid deployment of Secure Access is a great testament to Cisco's platform strategy and differentiation. Together, this partnership is empowering user protection for a modern workplace.

Looking ahead, LTIMindtree and Cisco are focused on prioritizing and building momentum in the new growth avenues, such as Cisco's AI-led solutions to secure customer infrastructure, Splunk capability, and the IoT connect, secure and observer.

Duck Creek Technologies

With over two decades of expertise on the Duck Creek platform, LTIMindtree stands as a Premier System Integrator Partner, dedicated to revolutionizing the insurance industry. Our cutting-edge solutions and services empower insurance clients worldwide to transform their businesses through modern core systems and digital innovation.

Our partnership with Duck Creek has garnered several accolades. We were awarded Partner of the Year for digital transformation by Duck Creek and recognized as Star Performers and Leaders in the Everest DC PEAK assessment 2024. We also received a customer excellence award for our work with Starr Insurance, successfully modernizing and rolling out a booking system across five continents and 25+ countries.

We have established specialized Centers of Excellence (CoEs) for policy, billing, claims, distribution, reinsurance, data analytics, and industry-standard best practices. Our innovation leadership is evident through our winning the first Duck Creek Hatch-a-Thon challenge and multiple innovation awards. Also, our Core++ ecosystem strategy includes pre-built integration with 30+ InsurTechs, accelerating rollouts by 15-20% and reducing implementation costs by 10-15%.

We are an early adopter of the Policy Active Delivery model of Duck Creek, implementing complex solutions across the DC Suite. Leveraging Duck Creek Clarity, we help carriers become more data-driven and reimagine the future of insurance.

Pioneering Innovations in 2024-25

Innovations with Gen AI-powered solutions, including new Service Lifecycle Management (SLM) for product configuration, Platform Ops, and an Intelligent Build and Deploy toolkit. LTIMindtree's Leapfrog Solution enhances Gen AI-driven cloud-based solutions, driving continuous product innovation and delivering differentiated customer experiences. We also offer smart underwriting solutions, touchless claims processing, and advanced testing frameworks like IPAT and QAICore. Our key investment avenues include advisory and consulting capabilities, expanded Leapfrog toolkit with Gen AI capabilities, upskilling and reskilling initiatives, and strengthened architecture review boards.

We are committed to driving innovation and excellence in the insurance industry. Partner with LTIMindtree and Duck Creek Technologies to unlock new possibilities and achieve unparalleled success in your business transformation journey.

temenos

LTIMindtree is a Global Services Partner of Temenos with 20+ years of experience on the platform. As a Global Delivery Partner, we specialize in Temenos-based transformation programs.

Recognized by industry analysts including ISG, Forrester and Gartner, we provide transformational services across the Temenos portfolio including, but not limited to:

- Temenos SaaS
- Temenos Core Banking
- WealthSuite
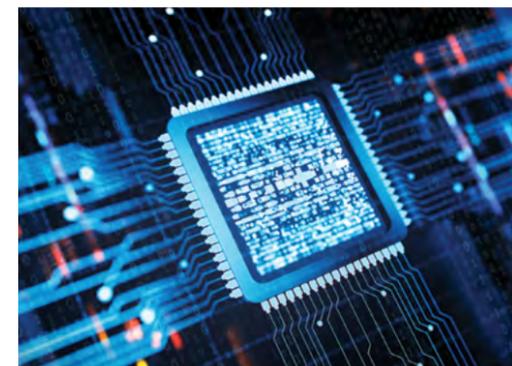- Journey to Cloud
- Managed Services

With 800+ certified consultants over 10 offices on 3 continents and an experience of 200+ projects, we offer services across the Temenos portfolio – ranging from Strategy Consulting & Solution Design to Implementation and Application Maintenance. Our practice and offerings are guided by dedicated CoEs for Retail, Corporate, Wealth Implementation, Upgrades, Migration, Development and Testing Consulting.

We continue to invest significantly in enhancing our expertise across all Temenos products, business lines, and geographies. This dedication is evident from the extensive number of certifications achieved in these areas, which has enabled us to secure numerous Temenos partner badges. These badges affirm our maturity and capability to deliver Temenos services across all products, covering their entire lifecycle — from implementation to production support.

We secured 14 different Temenos partnership certifications, covering all Temenos products, software lifecycle (implementation but also, development, upgrade and migration) and geographies.
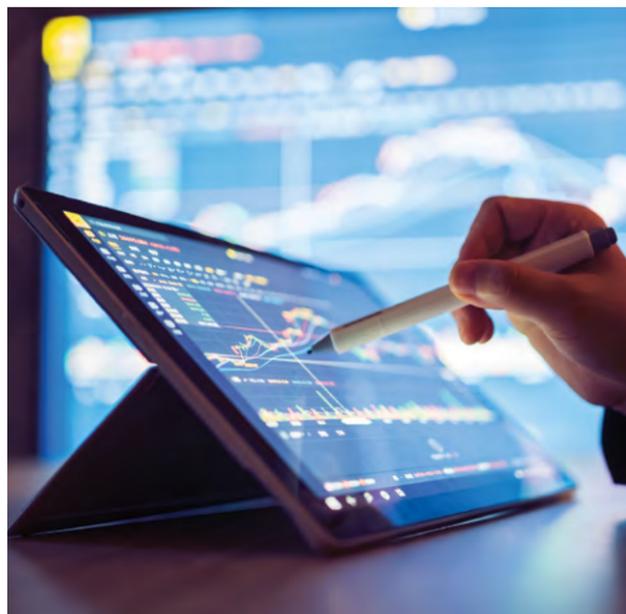
LTIMindtree joined the NVIDIA Partner Network in June 2024. This strategic alliance leverages NVIDIA's renowned GPUs — which are at the forefront of the AI revolution — to bring groundbreaking AI transformations to our customers on a massive scale. Together, the partners have developed innovative joint solutions such as LTIMindtree AI Platform for Agentic Solutions (integrating NVIDIA technology into our existing platforms), CustCare.ai, iScan, RegInspector, amongst others. This collaboration empowers us to address the most challenging Gen AI scenarios faced by our customers.

LTIMindtree and NVIDIA intend to continue to invest in building a stronger GTM for their solutions across key markets including North America, India, and the Middle East.

Joint GTM Priority Areas:

- Enterprise AI Solutions on NVIDIA stack
- LTIM Industry 4.0 Solutions: Leveraging the iNXT team's visualization and simulation expertise for geospatial solutions
- High Performance Private Cloud: Delivered by the CIS team to global clients, with a focus on customized AI workload compute solutions
- Offering GPU-as-a-Service for KSA customers
- AI Cloud Services: Delivered through L&T Data Center, E2E cloud services, and LTIMindtree's value-added services in AI and Gen AI
- AI Platform Services: Provided on E2E cloud services with LTIMindtree AI Platform for Agentic Solutions, offering data preparation, model engineering, and additional solutions

Strengths & Opportunities

Over the years, LTIMindtree has strengthened its position as a global leader in digital transformation by driving innovation, modernizing enterprise solutions, and deepening strategic partnerships. Across key service lines, we have enabled businesses to enhance agility, scalability, and customer experience. Each service line has played a crucial role in shaping its success, whether through AI-driven automation, experience-led transformation, enterprise modernization, or cutting-edge engineering solutions. Recognized with industry accolades and backed by a strong ecosystem of proprietary platforms and accelerators, we continue to push the boundaries of what's possible. Building on this momentum, we have articulated our core strengths and future vision, offering insights from each service line on how they are addressing emerging opportunities, evolving industry needs, and leading the next wave of digital transformation.

Digital Engineering and Quality Engineering

LTIMindtree's expertise in Digital Engineering and Assurance is strengthened by AI-powered tools, proprietary IPs, and Product-IT methodologies that foster transformative solutions. Strategic partnerships with hyperscalers allow us to co-create solutions, gain early access to emerging technologies, and ensure seamless ecosystem integration. With deep expertise in Product-IT engineering, DevSecOps, observability, and platform enablement, we accelerate enterprise transformation, helping businesses stay ahead in an increasingly software-driven world.

Our AI-driven Quality Engineering services enhance testing efficiency and automation, ensuring enterprise application reliability, availability, and data integrity at scale. By leveraging in-house AI-powered solutions and frameworks, we deliver excellence across automation, digital and data

assurance, cloud assurance, enterprise applications assurance, hybridization of QE, connected systems, availability assurance, and customer experience assurance. The integration of Gen AI streamlines test design, script generation, and defect detection, is enabling faster and smarter quality assurance. With strategic partnerships with leading QE vendors such as Tricentis, OpenText, and LambdaTest, we have been recognized as a leader by multiple Tier 1 analysts.

To further expand our Digital Engineering and Quality Engineering capabilities, we continue to leverage Gen AI and emerging technologies to drive smarter, more innovative solutions. Strengthening our ecosystem integration with key technology partners enables us to deliver differentiated, specialized solutions that align with evolving industry needs while refining our GTM strategy. With the growing demand for AI/ML and automation in Quality Engineering, we are accelerating AI-driven testing methodologies to support the broader data and cloud transformation landscape. As enterprises seek intelligent, automated, and scalable testing solutions, LTIMindtree remains at the forefront, ensuring organizations can navigate the future with confidence.

Data and Analytics

Enterprises today recognize the transformative power of AI, data and analytics in driving automation, intelligence, and enhanced decision-making. LTIMindtree is a frontrunner in this evolution, embedding AI into core business and IT processes through a structured, AI-first strategy. This approach is powered by a future-ready AI platform, knowledge fabric, and IT/business studios that enable seamless enterprise-wide AI

adoption and scalability across diverse use cases. Additionally, our expertise in large-scale IT services automation, transformational programs, and vendor consolidation — supported by collaboration with industry groups and customer success teams — further strengthens our ability to unlock value and establish a strong foundation for sustained growth.

From building robust data foundations and delivering actionable insights to creating new revenue streams and enabling predictive AI-powered operations, our solutions shape AI-driven, future-ready enterprises. A key differentiator is our ability to offer both D&A services and products through our innovative Fosfor suite. With over 25 years of experience and the trust of 500+ global brands, we continue to accelerate innovation, enhance decision-making, and drive sustainable growth at scale.

The hub-and-spoke model centralizes AI ownership for deal conversions, delivery, assets, and capability development while leveraging a diverse talent pool for service line-specific AI solutions, ensuring agility and execution efficiency. LTIMindtree's dedicated AI R&D and Centers of Excellence (CoEs) accelerate innovation through structured programs like SPARK and Ignite AI events, fostering a culture of continuous transformation. Further strengthening our position are niche partnerships with core content business clients, enabling domain-specific Agentic marketplace solutions and opening new subscription-based revenue streams. Our strategic collaboration with Microsoft and the Solution Factories, backed by ECIF-funded proof-of-concepts (BOGs), acts as a catalyst for converting qualified leads into AI-driven opportunities and large-scale industrialization deals, securing a strong pipeline for future growth.

Additionally, our strategic alliances with leading industry players further enhance our capabilities. Our joint capabilities across the LTI Group and our partners, including LTI Gen AI CoE, EZE, and Voicing AI, combined with our deep AI expertise, uniquely position us to deliver AI Factory and Model-as-a-Service solutions. By leveraging these strengths and opportunities, we continue to drive AI-led transformation across industries, ensuring long-term success and sustained growth in an increasingly digital world.

Enterprise Apps

SAP

The SAP unit at LTIMindtree is a recognized leader in Gen AI-powered innovations within the SAP ecosystem, deeply integrating AI into its core practice to establish itself as the industry's premier AI-Native SAP practice. The unit focuses on embedding Gen AI across all service offerings and platforms, including AIOps, Code Build, Quality Assurance, and Business Solutions. Innovation is amplified through a strong partner ecosystem and a portfolio of 55+ productized Gen AI business solutions, such as NaviSource, NaviFinEdge, NaviCollect, Smart ATP, and Intelligent Master Data Curator. Additionally, the SAP unit fosters a culture of AI-driven innovation through training, cross-skilling, certifications, and hackathons, ensuring continuous learning and adoption.

Gen AI is a strategic investment priority for the SAP unit, evident from our recognition as the first SAP partner to achieve SAP VPUC recognition for two Gen AI solutions. With deep domain expertise, the unit develops industry-specific SAP solutions aligned with SAP's product roadmap and best-practice principles such as 'Keep the core clean' and 'side-by-side extensibility leveraging BTP'. With one of the largest portfolios of SAP Industry Cloud and Value Chain solutions listed on store.sap.com, the SAP unit is a key player in building solutions on SAP BTP, Business AI, Joule, and Datasphere. These innovations drive efficiency, enhanced user experiences, and business transformation for enterprises adopting SAP S/4HANA, SAP Cloud, and other advanced technologies.

With the rapid adoption of cloud-based ERP and the growing demand for intelligent automation, the SAP unit is well-positioned to capitalize on these industry shifts. The need for supply chain resilience and operational efficiency has accelerated demand for specialized SAP solutions, an area where the

unit has made significant investments. Expertise in Gen AI enables the SAP unit to rapidly develop and deploy AI-powered data analytics, predictive maintenance, and automation solutions, helping clients stay competitive and future-ready.

By continuously innovating and leveraging AI-driven business solutions, automation, and analytics, the SAP unit is expanding its market presence and strengthening its leadership in the SAP ecosystem. Its commitment to co-innovation, AI adoption, and industry-focused solutions ensures it remains at the forefront of SAP transformation, delivering cutting-edge technology solutions that drive measurable business outcomes.

Oracle

LTIMindtree's Oracle business unit brings deep industry domain expertise, supported by an AI-driven implementation methodology, proprietary tools, accelerators, and a comprehensive repository of industry solutions. Its proprietary platforms, including LTIMindtree AI Platform for Shared Services, Novigo, Enclose, and LTIMindtree AI Platform for Modernization, empower enterprises to thrive in an increasingly digital landscape. Strengthened by a strategic relationship with Oracle and partnerships with niche technology players, we provide a holistic and compelling value proposition. As a Global Expertise and Cloud Solution Provider Expertise Partner, we collaborate with Oracle on marketplace offerings and competency centers, ensuring continuous innovation and value creation.

The evolving digital landscape presents immense growth opportunities, driven by key market trends such as digital transformation, cloud infrastructure modernization, and AI integration. The rising demand for industry-focused platform solutions, cloud-based offerings, and AI-driven innovations

is reshaping enterprise transformation strategies. Our investments in technology and innovation, including our participation in the Oracle Gen AI Beta Program, position us at the forefront of this shift. With proven capabilities, deep technical expertise, and industry-specific knowledge, we remain well-equipped to address these emerging opportunities, ensuring continued growth and long-term success for our clients.

Enterprise Cloud Apps

LTIMindtree's Enterprise Cloud Apps (ECA) unit is dedicated to unifying enterprises across front-, mid-, and back-office functions, fostering agility, enhancing efficiency, and delivering superior customer experiences. Through strategic partnerships with ServiceNow, Microsoft (for Business Applications), and a range of disruptive SaaS ERP solutions, we drive transformation across Lead-to-Revenue (L2R), Source-to-Pay (S2P), and Supply Chain Management (SCM). Our expertise extends to platforms such as Conga, Model N, PROS, Zilliant, Kinaxis, o9, Blue Yonder, and Ariba, enabling enterprises to optimize and modernize their operations.

As a Global Top 25 Partner for ServiceNow and a recognized leader by IDC and Everest, LTIMindtree specializes in providing consulting and implementation services across key business functions. Our in-house AI-driven innovations further enhance our capabilities, such as 'SmartUnderwriter', which automates and accelerates the insurance underwriting process, and NZTM (Near Zero Touchless Migration), a Gen AI-powered solution that reduces CRM modernization timelines and costs by 60%, mitigating transition risks and lowering total cost of ownership (TCO).

In collaboration with Microsoft, we serve as a solutions partner across CRM, ERP, and Power Platform, holding advanced specializations in Power Platform and being recognized as a leader by ISG, Everest, and Gartner. Our expertise spans the implementation and support of Dynamics 365 solutions for Customer Engagement, Finance and Operations, Sales, Customer Service, Field Service, Marketing, Project Operations, and AI Co-Pilots. Additionally, our AI-driven in-house tools, including 'PowerShift', which accelerates legacy modernization by automating solution and UI creation within Power Platform, and NZTM for transitioning CRM from legacy systems to Microsoft Business Applications, enhance enterprise digital transformation journeys.

With the vast array of enterprise solutions available in the market, businesses often struggle to select the right product for their needs across L2R, S2P, and SCM. To address this challenge, our disruptive SaaS consulting team within ECA provides strategic consulting services, helping organizations define enterprise-wide strategies, transition to new business models, and determine the most suitable technology solutions. Additionally, we offer end-to-end implementation services across our partner ecosystem, ensuring seamless deployment and value realization. Through these capabilities, we empower enterprises to navigate digital transformation with confidence and efficiency.

Cloud, Infras, and Security

LTIMindtree is committed to strengthening its clients' digital foundations, ensuring they are robust, high-performing, secure, and future-ready. By leveraging cutting-edge innovations in hybrid cloud modernization, observability, data protection, network transformation, data infrastructure transformation, and predictive and Gen AI, we enable enterprises to stay ahead in an evolving digital landscape.

Our purpose-built accelerators, optimized design blueprints, and time-tested program delivery framework empower organizations to seamlessly transition to future-ready platforms, including AI for Infrastructure, Industry Clouds, Intelligent Edge, and Native Computing foundations. These capabilities allow businesses to adopt modern platforms swiftly and efficiently, accelerating digital transformation while ensuring operational excellence.

With AI Native Ops, our managed services offering, integrates predictive and Gen AI-driven capabilities, including purposeful Agentic AIs, to efficiently manage both legacy and modern workloads on hybrid infrastructure platforms. This ensures a highly resilient, high performing, and secure IT environment, enabling organizations to achieve operational stability. Our service delivery is further enhanced by enterprise-grade platforms such as LTIMindtree AI Platform for Shared Service, LTIMindtree AI Platform for Agentic Solutions, and LTIMindtree AI Platform for Modernization, which facilitate the seamless integration of modern workloads while ensuring

homogeneous infrastructure management and full-stack observability.

In the era of AI-augmented workforce transformation, LTIMindtree's AI-First workplace solutions, powered by LTIMindtree AI Platform for User Experience, redefine end-user experiences through hyper-personalization and empathetic agility. By fostering a highly collaborative and productive work environment, we equip businesses with the tools to drive workforce efficiency and engagement.

Cybersecurity

In today's rapidly evolving threat landscape, LTIMindtree's cybersecurity services are designed to help enterprises build robust, adaptive, and future-ready security frameworks. By integrating cutting-edge technologies, domain expertise, and a deep understanding of industry dynamics, we deliver end-to-end solutions that enable organizations to proactively safeguard their digital ecosystems. Our investments in advanced practices and platforms, coupled with the innovative use of Gen AI, are transforming how cybersecurity challenges are addressed. Customized Gen AI solutions are driving breakthroughs in threat intelligence, incident response, and they alert management, enabling faster detection, contextual analysis, and automated remediation. These capabilities empower enterprises to stay ahead of increasingly sophisticated cyber threats while optimizing operational efficiency.
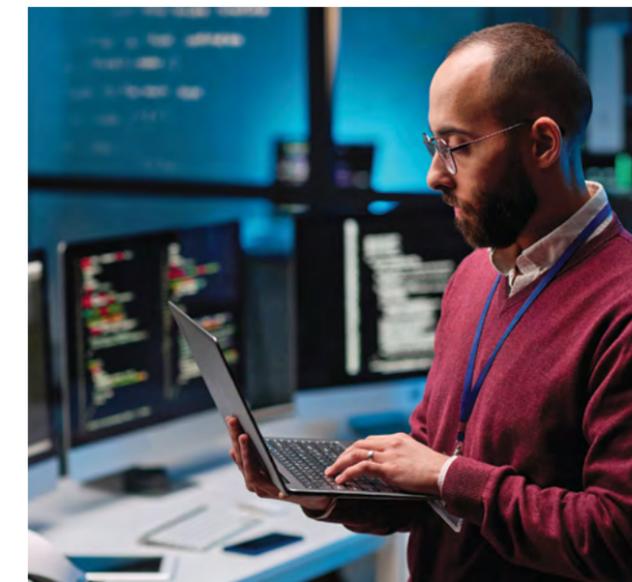
At the heart of our cybersecurity strategy is our Cyber Defense Resiliency Centers (CDRCs), which provide seamless, real-time protection for our customers. Our approach to security extends beyond traditional defenses, integrating AI-driven insights and automation to enhance threat mitigation and response. The rising demand for cloud-native security, Zero Trust frameworks, and hybrid work protection presents significant growth opportunities, and we are uniquely positioned to address these evolving needs. Our solutions, including Extended Detection and Response (XDR) and autonomous SOC operations, ensure comprehensive security across on-premises, cloud, and hybrid environments, delivering proactive threat defense and operational resilience.

With a strong focus on emerging technologies and AI-driven cybersecurity, LTIMindtree remains at the forefront of innovation, continuously evolving to combat new-age cyber risks. Our cybersecurity framework goes beyond compliance-driven security, delivering transformative strategies that help businesses thrive in an increasingly digital and interconnected world. By ensuring resilience, agility, and trust, we enable organizations to navigate the complexities of modern cybersecurity while securing their digital future.

Interactive

LTIMindtree's Interactive Unit is redefining the digital experience landscape by blending creativity with cutting-edge technology to deliver personalized, immersive, and AI-driven solutions for global Fortune 500 brands. By integrating

AI, Mixed Reality (MR), and Virtual Reality (VR), we craft transformative journeys that are both innovative and functional. Our expertise spans strategy, design, marketing, content, platform implementation, and operations, ensuring our clients achieve sustained growth in an evolving digital world.

Our AI-powered solutions optimize every stage of the marketing and content creation lifecycle, enhancing efficiency and effectiveness. Key innovations include the Gen AI Content Generator, enabling marketers to create personalized campaigns, and the Marketer Assistance Platform, which streamlines content repurposing for targeted audiences. Tools like dAIsy accelerate the research-to-creative production process, while the AI-Powered UX Test Automation Framework ensures seamless user experiences across platforms. Additionally, Agent Assist enhances customer service operations, and KenAI automates machine learning workflows. These AI-driven innovations, alongside solutions like Smart IVR, Cognitive Workbench, and Feedback Automation, reinforce LTIMindtree Interactive's position at the intersection of creativity and technology.

The interactive services landscape is evolving rapidly, driven by technological advancements and shifting consumer expectations. Businesses are increasingly adopting AI, AR/VR/MR, and omni-channel engagement strategies to deliver hyper-personalized experiences. Our focus remains on leveraging emerging trends such as data-driven marketing, frugal commerce, and AI-powered self-service solutions to drive customer engagement. By integrating Gen AI into content creation, marketing automation, and product design, we help brands enhance efficiency and scale personalization. Our expertise in modernizing content supply chains and implementing AI-powered contact centers ensures that businesses can deliver seamless, high-quality digital experiences.

At the core of our strategy is a structured approach to identifying and capitalizing on industry trends, technological advancements, and evolving consumer behaviors. We prioritize initiatives based on their business impact, GTM feasibility, talent development needs, and technology maturity. By focusing on hyper-automation, composability, and accessible design, we ensure that businesses can create inclusive and exceptional digital experiences. Our commitment to continuous

innovation and strategic investments positions LTIMindtree Interactive at the forefront of digital transformation, empowering enterprises to stay ahead in a competitive and dynamic marketplace.

Platform Ops

Intelligence-led platform operations are revolutionizing the business process outsourcing industry by integrating Gen AI and modern digital technologies to optimize costs, enhance customer experiences, and drive comprehensive digital transformation. By re-engineering business processes, reimagining automation, and repurposing operations, LTIMindtree enables organizations to streamline workflows, improve efficiency, and create intelligent, self-service ecosystems.

Our approach focuses on transforming business operations through specialized consulting services that optimize efficiency and align with strategic goals. Leveraging AI-driven automation, we enhance process discovery, implement technology-led improvements, and enable businesses to scale their digital transformation journeys seamlessly. Through digitally-enabled ecosystem services, we empower organizations to shift from traditional agent-based operations to intelligent advisory models, enhancing both customer and employee experiences.

Our solutions, such as Contact Center-as-a-Service (CCaaS), redefine customer engagement by delivering hyper-personalized interactions powered by AI. With real-time sentiment analysis, language translation, and AI-driven agent assistance, every customer interaction becomes more relevant, efficient, and impactful. Additionally, solutions like Aspect-IDP provide a plug-and-play framework for processing structured and unstructured documents, while our Intelligent Invoice Processing System ensures seamless ERP integration, automated governance, and compliance-driven financial operations.

Furthering our AI-driven transformation, we have partnered with Voicing AI, a next-generation startup specializing in human-like voice technology. This collaboration aligns with our vision of 'AI in Everything, Everything for AI, and AI for Everyone', enabling emotionally intelligent voice interactions in 20+ languages. By integrating Agentic AI into customer interactions, we empower businesses to optimize costs, mitigate risks, enhance user experiences, and unlock new revenue opportunities through intelligent automation and AI-driven engagement.

Low Code Integration

LTIMindtree empowers organizations to accelerate their digital transformation journey through its AI-driven, process-led Low Code No Code & Integration services. We enable our customers to develop applications 4-6x faster using our in-house, co-created, and proven solutions. This approach not only accelerates development but also enhances efficiency, reduces development costs by up to 60%, and enables seamless user experiences. Our goal is to help clients do more with less and do it faster. With over nine awards this year alone, two patents, and 220+ active clients, we are dedicated to driving innovation and agility through our Low Code No Code expertise, ensuring our clients stay ahead in the competitive digital landscape.

Looking ahead, we foresee significant growth opportunities in affordable application modernization, enterprise connectivity through API-led development, and No-Code/Citizen Development to enhance organizational agility. These opportunities are driven by the increasing demand for rapid, reliable, and cost-effective solutions. The growing importance of AI, alongside the adoption of Low Code No Code platforms and Agentic AI, represents a pivotal industry shift driving demand.

By leveraging Gen AI, Agentic AI, and our in-house Low Code solutions, we help clients improve efficiency, reduce costs, and achieve faster time to market. Our solutions empower businesses to automate complex processes, enhance productivity, and stay ahead in the competitive digital landscape.

Consulting

LTIMindtree Consulting operates globally, addressing complex business challenges across North America, the UK/EU, and the Middle East through AI-driven insights, digital expertise, and scalable transformation frameworks. By integrating strategy, technology, and experience-led transformation, the practice enables organizations to enhance operational resilience, regulatory alignment, and sustainable growth in an increasingly AI-first world.

LTIMindtree Consulting tailors its digital transformation strategies to regional business priorities, ensuring enterprises navigate regulatory complexities, compliance mandates, and operational efficiencies while integrating AI-driven capabilities. In North America, the increasing demand for risk management, regulatory automation, and resilient digital infrastructure is accelerating AI-driven compliance solutions, with industries like Financial Services, Healthcare, and Retail prioritizing scalable and secure ecosystems in alignment with SEC regulations, AI governance frameworks, and cybersecurity mandates.

In the UK and Europe, stricter data privacy laws, sustainability regulations, and AI governance initiatives, such as the EU AI Act and GDPR, are driving compliance-focused automation, ethical

AI adoption, and digital trust frameworks across Banking, Manufacturing, and the public sector. Meanwhile, in the Middle East, large-scale digital transformation and smart infrastructure initiatives are shaping enterprise strategies, with a strong focus on data sovereignty, operational resilience, and AI-powered governance models, particularly across the Government, Energy, and Financial Services sectors.

By aligning transformation initiatives with evolving market demands, LTIMindtree Consulting empowers enterprises to scale with AI-driven agility, optimize costs, and accelerate regulatory compliance, ensuring long-term resilience and growth.

LTIMindtree Crystal

LTIMindtree's expertise in technological innovation extends beyond execution — it is also about foresight. Powered by the LTIMindtree Crystal, in partnership with ITONICS and curated by a strong technology council from industry lines, service lines and LTIMindtree Research, we have released 'AI Technology Radar 2024' and 'Technology Radar 2025'. These comprehensive reports provide invaluable insights into the latest trends and advancements shaping the future of technology and AI. These radars not only highlight the current state of technology but also provide a glimpse into the future, helping businesses to strategically plan and invest in the right technologies to achieve sustainable growth and success.

The 'Technology Radar' and the 'AI Technology Radar' identify key technologies across Digital Innovation, Digital Foundation, Experience, and Business Operations. The reports provide a structured roadmap for AI adoption, automation, and cybersecurity. With advancements such as Agentic AI for real-time decision-making, hyper automation for business efficiency, and custom AI models tailored for industries, we are proactively aligning our proprietary platforms and solutions with the evolving demands of global enterprises. This framework ensures that our AI-driven innovations are not just market-responsive but also market-defining. As businesses accelerate their digital transformation journeys, this strategic foresight empowers us to anticipate needs, drive AI-first solutions, and continue delivering exceptional value to clients worldwide.

We also launched multiple industry radars/reports in the space of BFSI, Utilities, Energy Transition, Manufacturing and Aviation. Together, these radars serve as strategic guides for enterprises looking to harness the power of technology and AI to drive innovation and achieve sustainable growth. We remain committed to bridging the gap between vision and execution, ensuring the collective future is more connected, intelligent, and sustainable. For a more detailed breakdown of key technologies and trends identified across different domains in the Technology Radar 2025 and the AI Technology Radar 2024, kindly refer to the 'Technology Absorption and Research & Development' section under the Board's report.

Conclusion

As LTIMindtree continues to drive AI-first transformation, each service line remains focused on leveraging AI to deliver next-generation digital solutions. Through strategic investments, deep ecosystem collaborations, and a commitment to innovation, we are shaping the future of enterprise technology across different verticals. Our achievements have solidified our position as a pioneer in AI-driven transformation, and the road ahead is marked by a relentless pursuit of scalability, efficiency, and enhanced user experiences. By staying ahead of technological advancements and aligning with evolving business needs, LTIMindtree is poised to unlock new growth opportunities, empower enterprises, and redefine digital excellence in the coming year.

Strategy

The global landscape continues to evolve at an accelerated pace, driven by rapid technological disruptions, shifting client expectations, and new competition dynamics. These forces present both challenges and unprecedented opportunities, compelling LTIMindtree to strengthen its strategic foundation to stay ahead of the curve. The playground of the future is evolving rapidly, driven by AI (including Gen AI) as a key catalyst, alongside advancements in Sustainability, Cloud Services, Security Infrastructure, and XaaS (Anything-as-a-Service). These areas are reshaping industries by unlocking new avenues of operational efficiency, innovation, and scalability.

The LTIMOne framework, which served as the foundation for our growth, is built on four key pillars — Culture, GTM, Capabilities, and Profitable Growth. With a unified culture rooted in purpose, compassion, and future readiness, we fostered a shared vision to enable businesses and communities to thrive. Our GTM strategy drove business, experience, and operations transformation, while unified capabilities amplified strengths through collaboration, synergies, and IP-driven solutions. Simultaneously, our profitable growth model ensured disciplined execution, cost efficiency, and value creation for stakeholders. These efforts enabled us to build a cohesive capability flywheel and deliver non-linear outcomes for our clients. With this foundation, LTIMintree has entered the investing phase to scale its client portfolio, enhance AI-driven capabilities, nurture future-ready talent, and pursue strategic acquisitions, propelling it toward its vision of getting its clients to the future, faster.

Achieving our bold ambition of USD 10 Billion in revenue will necessitate focus on three pillars:

Strong Foundation

A Strong Foundation underpins our ability to navigate complexities and deliver value consistently. We have built scaled verticals in industries like BFSI and Technology, alongside a marquee client base that includes over 100 Fortune 500 companies. Our deep technical capabilities across Data & Analytics, Experience, Core, and Cloud, coupled with top-tier partnerships with hyperscalers and industry-leading platforms create a robust ecosystem that drives innovation and execution excellence.

Strategic Pivot

The recent Strategic Pivot forms the heart of our growth strategy, encapsulated in our transformative approach of 'AI in Everything', 'Everything for AI', and 'AI for Everyone'.

AI IN EVERYTHING — Infuse AI in everything we do

EVERYTHING FOR AI — AI at scale, engineered together

AI FOR EVERYONE — Empowering people, humanizing AI

- **AI in Everything** – We are committed to embedding AI across every aspect of our services and solutions, and AI will become the foundation of our delivery model. This is not just a service offering but an inward transformation—reimagining how we operate, with AI at the core.
- **Everything for AI** – Supplementary capabilities will be vital in enabling our customers to deploy AI at scale effectively. By engineering AI together with our clients, we can address critical needs, unlock significant growth opportunities, and empower clients to fully harness AI's transformative potential.

- **AI for Everyone** – The true impact of AI will be realized when it enhances productivity at every level — transforming how individuals and organizations work. This is about fundamentally reshaping the productivity of every person within an organization to drive meaningful, organization-wide advancements that redefine the future of work.

This embodies LTIMindtree's commitment to embedding AI at the core of its solutions, enabling enterprises to unlock their full potential and democratizing access to AI's transformative power. Through this pivot, we aim to redefine how businesses operate, creating smarter, more agile, and future-ready organizations.

Turbocharged Portfolio

LTIMindtree's integrated Turbocharged Portfolio is designed to harness emerging opportunities and synergies between service offerings, while expanding its market footprint.

- Even as we seek to maintain our strength and competitive position in BFSI and Technology industry verticals, we will accelerate our portfolio in Manufacturing, Resources (Energy & Utilities), Healthcare, Life Sciences, Media, Communications, and Consumer Business (Retail, Consumer goods, Travel, Transport, Hospitality) industry verticals.
- In services, we aim to dominate through Innovation (Data, Digital Engineering, and Quality Engineering), alongside the Core areas (Enterprise Applications like SAP, Oracle, Cloud Apps, and Industry Core).

Simultaneously, we are accelerating growth in Experience and Commerce (Interactive and Low Code) solutions, as well as strengthening the Foundation (Cloud, Infra and Security) services.

- Complementing this is our focus on strategic investments and acquisitions, allowing us to fortify capabilities, access new markets, and enhance our value proposition. A key focus is the disruption of platform operations, enabling us to redefine industry standards and deliver unmatched value.

Financial Performance

An overview of the consolidated financial results for FY25 and FY24 is given below :

Particulars	FY 25		FY 24	
	INR in Million	% of Revenue	INR in Million	% of Revenue
Revenue from operations	380,081	100.0%	355,170	100.0%
Expenses:				
Employee benefits expense	246,226	64.8%	227,323	64.0%
Sub-contracting expense	26,312	6.9%	25,599	7.2%
Other expenses	42,594	11.2%	38,374	10.8%
Earnings before interest, tax, depreciation and amortization (EBITDA)	64,949	17.1%	63,874	18.0%
Depreciation and amortization expenses	9,915	2.6%	8,189	2.3%
Earnings before interest and tax (EBIT)	55,034	14.5%	55,685	15.7%
Other income (net)	8,647	2.2%	6,901	1.9%
Foreign exchange gain/(loss)	1,250	0.3%	118	0.0%
Finance costs	2,789	0.7%	2,217	0.6%
Profit before tax	62,142	16.3%	60,487	17.0%
Tax expense	16,122	4.2%	14,641	4.1%
Profit for the year	46,020	12.1%	45,846	12.9%

Key Financial Ratio

Particulars	FY25	FY24
Trade receivable turnover ratio	6.6	6.3
Interest coverage ratio	23.3	28.3
Current ratio	3.5	3.3
Debt equity ratio	0.1	0.1
EBITDA (%)	17.1%	18.0%
EBIT (%)	14.5%	15.7%
Net profit (%)	12.1%	12.9%
Return on net-worth/Return on equity (%)	21.5%	25.0%

Return on net-worth reduced on account of lower Profit After Taxes (PAT) margin for FY25 and increased capital base.

Income

USD revenue for FY25 increased 4.8% to USD 4,492.5 Million, while INR revenue rose 7.0% to INR 380,081 Million.

We analyze our revenue (in USD terms) based on various parameters

Revenue by Vertical:
Banking, Financial Services & Insurance grew by 4.6%; Technology, Media & Communications by 8.7%; Manufacturing & Resources by 7.2%; Consumer Business decreased by 0.5%; and Healthcare, Life sciences & Public Services decreased by 3.0%.

Revenue by Geography:
North America grew by 7.1%; Europe decreased by 1.2%; and Rest of the World decreased by 1.7%.

Revenue Distribution by Industry (%)

	FY25	FY24
Banking, Financial Services & Insurance	36.1	36.2
Technology, Media & Communications	24.5	23.6
Manufacturing & Resources	19.0	18.5
Consumer Business	14.3	15.1
Health Life sciences & Public Services	6.1	6.6

Revenue By Geography (%)

	FY25	FY24
North America	74.8	73.2
Europe	14.1	14.9
Rest of the World	11.1	11.9
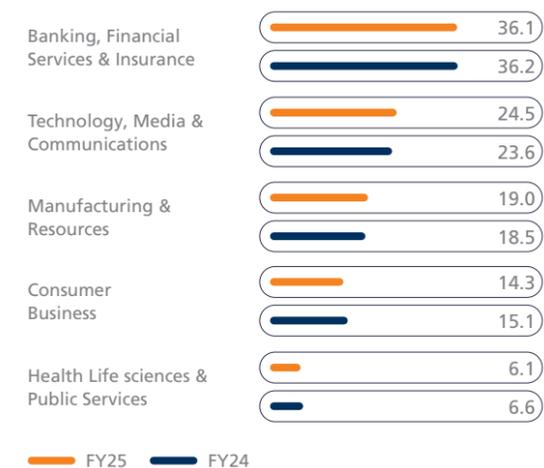
The number of active customers, as on March 31, 2025, was at 741, up from 738, as on March 31, 2024. The number of USD 100+ Million and USD 20+ Million customers remained at 2 and 40 respectively, as on March 31, 2025, and March 31, 2024. The number of USD 50+ Million customers increased by 1, while USD 10+ Million customers decreased by 2.

Other Income (Excluding Foreign Exchange Gain/(Loss))

Other income in FY25 has increased to INR 8,647 Million from INR 6,901 Million in FY24, primarily due to increase in return from investments by INR 2,185 Million (return on investment increased by 10 bps to 7.7% in FY25 from 7.6% in FY24 with increase in corpus in FY25) which is offset by reduction in miscellaneous income by INR 439 Million.

Foreign Exchange Gain/(Loss)

Foreign exchange gain for FY25 was INR 1,250 Million as against a gain of INR 118 Million in FY24, majorly due to higher rupee depreciation in FY25.

Expenses

Employee Benefit Expenses

Employee benefits expenses account for 64.8% of our total revenue and form a major part of our total expenses. The expenses include fixed as well as variable components of employee salaries, along with contribution to provident fund and gratuity. Share-based payments to employees and staff welfare expenses are also part of these expenses.

Break-up of employee benefits expense in FY25, compared with FY24

Particulars	FY25		FY24		Increase/ (Decrease) %
	INR in Million	% of Revenue	INR in Million	% of Revenue	
Salaries	227,898	60.0%	210,156	59.2%	8.4%
Contribution to provident and other funds	16,838	4.4%	15,311	4.3%	10.0%
Share based payments to employees	598	0.2%	1,246	0.4%	-52.0%
Staff welfare expenses	892	0.2%	610	0.1%	46.2%
Total	**246,226**	**64.8%**	**227,323**	**64.0%**	**8.3%**

Total employee benefits expenses increased by 8.3% Y-o-Y. As a percentage of revenue, employee benefits expenses increased to 64.8% in FY25 from 64.0% in FY24. Increase in salaries and contribution to provident and other funds mainly on account of increments and promotions. The decrease in share-based payments was due to vesting/lapses of options granted in the earlier year.

Sub-contracting Expenses

Sub-contracting expenses increased to INR 26,312 Million in FY25 from INR 25,599 Million in FY24, mainly on account of an increase in overseas subcontracting cost due to rupee depreciation.

Other Expenses

Other expenses comprise all other costs like travel, rent, cost of equipment, hardware and software packages, etc.

Break-up of Other Expenses

Particulars	FY25		FY24		Increase/ (Decrease) %
	INR in Million	% of Revenue	INR in Million	% of Revenue	
Cost of equipment, hardware and software packages	18,902	5.0%	16,196	4.6%	16.7%
Travelling and conveyance	5,593	1.5%	5,049	1.4%	10.8%
Repairs and maintenance	3,261	0.8%	2,521	0.7%	29.4%
Lease rentals & establishment expenses	1,744	0.5%	1,704	0.5%	2.3%
Recruitment expenses	2,130	0.5%	1,322	0.4%	61.1%
Rates and taxes	1,965	0.5%	1,519	0.4%	29.4%
Communication expenses	1,066	0.3%	962	0.3%	10.8%
Advertisement expenses	724	0.2%	818	0.2%	-11.5%
Power and fuel	1,012	0.3%	917	0.3%	10.4%
Allowance for expected credit loss	105	0.0%	765	0.2%	-86.3%
Insurance charges	267	0.1%	225	0.1%	18.7%
Legal and professional charges	2,295	0.6%	2,962	0.8%	-22.5%
Corporate social responsibility expense	900	0.2%	777	0.2%	15.8%
Miscellaneous expenses	2,630	0.7%	2,637	0.7%	-0.3%
Total	**42,594**	**11.2%**	**38,374**	**10.8%**	**11.0%**

Other expenses, as a percentage of revenue, increased by 0.4%. Other expenses increased by 11.0% Y-o-Y, mainly due to an increase in recruitment expenses, rates and taxes, repair and maintenance and cost of equipment, hardware and software packages.

Profitability and Margins

- EBITDA growth in absolute terms is at 1.7% and EBITDA % for FY25 is 17.1% compared to 18.0% for FY24

- EBIT declined in absolute terms by 1.2% and EBIT % for FY25 is 14.5% compared to 15.7% for FY24

- Effective tax rate was at 25.9% in FY25, compared to 24.2% in FY24

- PAT growth in absolute terms is at 0.4% and PAT % for FY25 is 12.1% compared to 12.9% for FY24

Segment Reporting

Segments have been identified in accordance with the Indian Accounting Standards (Ind AS) 108 on Operating Segments, considering the risk or return profiles of the business. As required under Ind AS 108, the Chief Operating Decision Maker (CODM) evaluates the performance and allocates resources based on analysis of various performance indicators. Accordingly, information is presented for the Company's operating segments.

Particulars	FY25	FY24
	INR in Million	INR in Million
Segment revenue		
Banking, Financial Services & Insurance	137,318	128,406
Technology, Media & Communications	93,125	83,987
Manufacturing & Resources	72,137	65,875
Consumer Business	54,420	53,560
Healthcare, Life sciences & Public Services	23,081	23,342
Revenue from operations	**380,081**	**355,170**
Segment results		
Banking, Financial Services & Insurance	21,752	21,621
Technology, Media & Communications	19,694	18,703
Manufacturing & Resources	10,373	10,154
Consumer Business	9,768	10,031
Healthcare, Life sciences & Public Services	3,362	3,365
Segment results	**64,949**	**63,874**
Other Income	9,897	7,019
Finance costs	2,789	2,217
Depreciation and amortization expense	9,915	8,189
Profit before tax	**62,142**	**60,487**

Significant Changes in Balance Sheet Items

Total Equity

(INR in Million)

Particulars	As at March 31, 2025	As at March 31, 2024
Share capital	296	296
Retained earnings	209,660	182,919
Other reserves including non-controlling interests	17,158	17,048
Share application money pending allotment	1	1
Total	**227,115**	**200,264**

Total equity increased by INR 26,851 Million, primarily due to the following movements:

- Increase in Retained earnings of INR 26,741 Million mainly due to current year profit attributable to shareholders of INR 45,987 Million, which is offset by dividend recognized of INR 19,246 Million

Liabilities

(INR in Million)

Particulars	As at March 31, 2025			As at March 31, 2024		
	Non-current	Current	Total	Non-current	Current	Total
Lease liabilities	18,456	3,394	21,850	17,272	3,027	20,299
Trade payables	-	15,499	15,499	-	14,939	14,939
Other financial liabilities	554	13,417	13,971	318	15,294	15,612
Other liabilities	516	27,349	27,865	344	24,172	24,516
Total	**19,526**	**59,659**	**79,185**	**17,934**	**57,432**	**75,366**

- Non-current liabilities increased by INR 1,592 Million primarily due to increase in lease liabilities by INR 1,184 Million mainly due to new leases entered during the year across locations and increase in forward contract payable by INR 71 Million
- Current liabilities increased by INR 2,227 Million mainly due to increase in Trade payables and Other liabilities. Further, increase in Other liabilities is mainly due to increase in Unearned and deferred revenue and liability for compensated absences

Assets

(INR in Million)

Particulars	As at March 31, 2025			As at March 31, 2024		
	Non-current	Current	Total	Non-current	Current	Total
Property, plant & equipment and capital work-in-progress	25,406	-	25,406	21,224	-	21,224
Right-of-use assets	20,043	-	20,043	19,013	-	19,013
Goodwill, other intangibles and intangibles under development	14,212	-	14,212	15,078	-	15,078
Trade receivables and unbilled revenue	-	84,065	84,065	66	79,689	79,755
Investments, cash and cash equivalents and other bank balances	24,706	109,622	134,328	19,902	95,694	115,596
Other financial assets	4,400	2,736	7,136	4,715	2,635	7,350
Other assets	8,154	12,956	21,110	7,168	10,446	17,614
Total	**96,921**	**209,379**	**306,300**	**87,166**	**188,464**	**275,630**

- Property, plant and equipment and Capital work-in-progress increased by INR 4,182 Million from INR 21,224 Million as on March 31, 2024, to INR 25,406 Million as on March 31, 2025 mainly due to construction of premises at Kolkata and fit-out costs incurred for premises at Bangalore, Hyderabad and Chennai which is offset by depreciation
- Right-of-use assets increase by INR 1,030 Million from INR 19,013 Million as on March 31, 2024, to INR 20,043 Million as on March 31, 2025 mainly due to new leases entered during the year across locations
- Our trade receivables and unbilled revenue increased by INR 4,310 Million from INR 79,755 Million as on March 31, 2024, to INR 84,065 Million as on March 31, 2025 mainly due to growth in revenue offset by decrease in Days Sales Outstanding (DSO) (billed and unbilled) from 80 days as on March 31, 2024, to 79 days as on March 31, 2025
- Our cash and investments increased by INR 18,732 Million from INR 115,596 Million as on March 31, 2024 to INR 134,328 Million as on March 31, 2025, mainly due to cash generated from operations of INR 45,458 Million, offset by dividend payout of INR 19,246 Million, purchase of property, plant and equipment of INR 9,496 Million, and payment of lease liabilities (including interest on lease) of INR 4,801 Million
- Other assets increased by INR 3,496 Million from INR 17,614 Million as on March 31, 2024 to INR 21,110 Million as on March 31, 2025 mainly due to increase in Balance receivable from Government authorities by INR 2,400 Million and Prepaid expenses by INR 939 Million

People

At LTIMindtree, our Employee Value Proposition (EVP) reflects our commitment to creating a purpose-driven, growth-oriented, and inclusive workplace. Built on four key pillars —Talent-growth Opportunities, People-centric Culture, Rich Employee Experience, and a Compelling Brand — our EVP is designed to attract, retain, and engage top talent. We offer global exposure across 20+ sectors and 40+ countries, supported by structured career paths, cross-skilling, and leadership development initiatives such as 'My Career My Growth' and 'Learn Grow Lead'.

Our people-centric culture is supported by employee-friendly policies, focused connect programs, inclusivity, and a performance-driven approach. This is, reinforced by our Annual Employee Engagement Survey, conducted in partnership with Microsoft Glint, to promote transparency and continuous improvement. We foster a positive employee experience through recognition programs, leadership development, wellness initiatives, digitized HR processes, and strong diversity and inclusion practices.

As a trusted technology partner to over 100 Fortune 500 companies, our AI-first mindset — reflected in our mantra, 'AI in Everything, Everything for AI, AI for Everyone' — drives innovation and impact. Together, these efforts create a dynamic, resilient, and values-driven workplace where people are empowered to grow, thrive, and contribute meaningfully to both organizational success and societal progress.

88,089
Total number of employees, including 3,782 Non-FTE Subcontractors

Permanent Employees

Region	FY25				FY24			
	Male	Female	Others	Total	Male	Female	Others	Total
APAC	308	87	6	401	324	84	1	409
Europe	1,381	346	8	1,735	1,507	361	8	1,876
India	50,480	23,320	1	73,801	48,370	22,747	1	71,118
Middle East	394	39	2	435	346	21	0	367
Nordics	253	62		315	333	81	0	414
ROW	66	37		103	84	42	0	126
USA/Canada	5,779	1,715	23	7,517	5,602	1,725	13	7,340
Total	**58,661**	**25,606**	**40**	**84,307**	**56,566**	**25,061**	**23**	**81,650**

Subcontractors

Region	FY25				FY24			
	Male	Female	Others	Total	Male	Female	Others	Total
APAC	57	31	11	99	67	21	0	88
Europe	187	22	18	227	223	36	5	264
India	1,433	664		2,097	1,585	620	0	2,205
Middle East	331	45	9	385	312	29	0	341
Nordics	8	3	1	12	13	3	0	16
ROW	4	6		10	5	7	1	13
USA/Canada	594	148	210	952	668	155	202	1,025
Total	**2,614**	**919**	**249**	**3,782**	**2,873**	**871**	**208**	**3,952**

Total Workforce

Workforce	FY25				FY24			
	Male	Female	Others	Total	Male	Female	Others	Total
Permanent	58,661	25,606	40	84,307	56,566	25,061	23	81,650
Subcontractors	2,614	919	249	3,782	2,873	871	208	3,952
Grand Total	**61,275**	**26,525**	**289**	**88,089**	**59,439**	**25,932**	**231**	**85,602**

Key Employee Metrics

Particulars	FY25	FY24
Total Employees	84,307	81,650
Software Professionals	79,081	76,460
Sales & Support	5,226	5,190
Women Employees%	30.4%	30.7%
TTM Attrition%	14.4%	14.4%

Talent Acquisition

LTIMindtree's talent acquisition strategy focused on building a diverse, agile, and future-ready workforce to meet evolving business needs. Our hiring strategy is aligned with business growth, including hiring freshers from campuses. We continue to focus on hiring exceptional talent in growth areas like AI and Digital, Enterprise Apps, etc. Upskilling our employees using the new Talent Transformation framework helps us to meet the growing demand for these skills. Our expansion into new geographies is a key strategy to attract and hire the right talent for our business.

Our hiring approach is data-driven and market-aligned, enabling efficient, targeted hiring. Guided by the mantra 'Talent for AI and AI for Talent, we are integrating AI tools to streamline recruitment, enhance candidate matching, and personalize employee development journeys. Diversity & Inclusion (D&I) remain at the core of our hiring practices, fostering an environment where every associate can thrive.

Early career hiring is bolstered through partnerships with top institutions, curriculum integration, and mentorship, helping us onboard 9,000-10,000 fresh graduates annually. Leadership hiring is a key focus for FY26, with a strategic push toward onboarding top-tier leaders who will drive innovation and growth. We will continue to focus on diversity hiring to foster an inclusive, diverse leadership team. Our integrated and forward-looking strategy positions us to attract and retain top talent across all levels of the organization.

Diversity, Equity & Inclusion

At LTIMindtree, Diversity, Equity & Inclusion (DEI) are integral to creating a progressive and future-ready organization. Our approach spans three core dimensions — workforce, workplace, and the world. We are committed to building a diverse workforce that includes not just gender diversity, but also persons with disabilities, LGBTQ+ individuals, veterans, and people from diverse ethnicities and nationalities.

Through inclusive policies and people-centric practices, we foster a workplace where all associates feel respected, empowered, and heard. At the same time, we extend our inclusion efforts to the world beyond our organization — through community partnerships, responsible sourcing, and advocacy — creating a broader social impact. Anchored under the office of the Chief Sustainability Officer, DEI at LTIMindtree is not a standalone program, but an integral part of our sustainability and growth strategy.

We recently launched DiversAbility, an Employee Resource Group (ERG) dedicated to employees with disabilities, complementing our existing ERGs like Athena (for women) and Together with PRIDE (for LGBTQ+ employees). These groups provide safe spaces for dialogue, support, and advocacy, while helping to shape inclusive workplace practices.

Sensitizing our workplace is an ongoing, structured effort. Through our New Joiner Assimilation program, we ensure every new employee understands our DEI ethos from day one, with sessions on inclusive language and unconscious bias. We also maintain gender-neutral and inclusive policies — covering LGBTQ+ partners under insurance, and offering policies on Equal Opportunity, Reasonable Accommodation, Assistive Benefits, and POSH.

Our facilities are designed for accessibility and inclusion, with ramps, braille signage, gender-neutral restrooms, creche facilities, lactation rooms, and 'Baby's Day Out' programs. On the digital front, we are continually upgrading our infrastructure to support diverse needs. Learning initiatives like Unconscious Bias, Disability Sensitization, and Women Leadership Programs (e.g., EmpowHER, Tech-Trailblazer) help embed DEI in our culture. We also use inclusive systems that support preferred names and gender self-identification, tracked through a comprehensive DEI Data Dashboard.

Externally, we drive DEI through our Supplier Diversity program. With over 15,000 vendors,

we have identified 350+ diverse suppliers — owned by women, LGBTQ+ individuals, persons with disabilities, or minorities. Our vendor registration system now includes self-declaration options, enabling us to track and increase our diverse supplier spend, with a goal of reaching 10% by 2030.

To strengthen awareness and learning around DEI, we have also established a centralized knowledge repository that serves as a go-to resource for associates. This platform includes guidebooks, policies, best practices, and timely updates on ongoing. It helps employees stay informed and actively engaged in fostering an inclusive work culture.

DEI Progress on Annual Targets in alignment to UN SGD commitments

Gender (Women)	Persons with Disability	LGBTQ+	Veterans	Ethnicity/Nationality
Overall - 30.37% Leadership - 9.23%	0.07%	0.25%	0.17%	22.94%

Employee Engagement and Wellness

At LTIMindtree, employee engagement and well-being are central to our culture. Our holistic Rhythm framework, built on the pillars of Connect, Collaborate, Learn, and Grow, drives a wide range of initiatives aimed at building a vibrant and inclusive workplace. Through Rhythm, we bring employees together via Leader Connect, functional conclaves like ignAIte, LTIMindtree Symphony, Family Day, and recognition programs. The recent Sports Meet 2025 and location-wise townhalls offered employees a platform to interact with leaders and participate in friendly competitions.

We also nurture creativity and growth through GigSpace, our internal talent marketplace that enables associates to contribute to projects beyond their core responsibilities, build proofs of concept (POCs) quickly, enhance skills, and explore new interests.

Our Total Well-being initiative supports associates across four dimensions — physical, emotional, financial, and social. Programs are designed and refined based on regular feedback and industry trends. The Employee Assistance Program (EAP) offers confidential counseling services, while webinars focus on mental health, mindfulness, and work-life integration.

On the physical front, Transcend 2.0 empowers employees globally, offering them a personalized approach to building sustainable healthy lifestyles. Based on the overwhelming response to the first batch, the 2nd batch was formed with 89 participants and four leaders in April 2024.

Transcend 2.0 Achievements

Achievements				
Total Steps **18.89 Million**	Total Kilometers **14,394 Kilometers**	Travelled **36% around the world**	Healthy Meals Consumed **> 4,000**	Total Weight Loss **94.9 kgs**

Apart from this, financial literacy sessions help employees plan for future goals with practical tools, while social well-being is addressed through family-focused initiatives such as career counseling for employees' children. Together, these initiatives reflect our ongoing commitment to creating a workplace where employees feel supported, engaged, and empowered to thrive.

Career & Learning

We are committed to building a future-ready, agile workforce by fostering continuous learning and career growth at every level. Our Talent Framework 3.0 strengthens talent pipelines through proactive reskilling, precision skill mapping, and demand-supply optimization, while promoting internal growth through Grade Minus 1 selections. This holistic approach enables us to align business needs with individual aspirations and build an adaptable, high-performing workforce.

The Shoshin School, our Learning and Development engine, drives capability-building through structured, role-based career paths. Employees can access over 33,000 courses across 3,000 skills through our digital platform — organized into beginner (101), intermediate (201), and advanced (301) levels. Learning is integrated into daily work life through job rotations, certifications, workshops, and mandatory annual learning credits, making growth a continuous journey.

Our programs support talent across life and career stages. The Women Tech-Trailblazer Program empowers early to mid-career women through mentorship and upskilling, while the Womb to World Program provides trimester-wise expert guidance for expectant mothers. Athena, our women's Employee Resource Group, fosters equity, mentorship, and networking opportunities to strengthen inclusion.

Leadership development is a key priority. Our EmpowHER initiative is a global, nomination-based leadership development program for high-potential women. In collaboration with premier institutions, EmpowHER blends self-exploration, business learning, mentoring, and peer networking. With over 100 women leaders already impacted, EmpowHER has proven to be a catalyst for personal growth and leadership readiness. The upcoming batch, themed 'Leading Beyond Boundaries,' continues this journey of transformation.

Our succession planning efforts ensure leadership continuity across key roles up to the N-3 level through structured talent identification, cross-functional exposure, and targeted development.

Together, these initiatives reflect LTIMindtree's commitment to empowering every associate with the right skills, confidence, and opportunities to thrive and lead in a dynamic, digital-first world.

79.28 hours
Average learning duration in FY25

HR Digitization

Our ReimAIgine HR initiative is transforming the HR function through cutting-edge AI and digital technologies. AI has enhanced key areas such as Recruitment & Workforce Management, with intelligent profile matching, biometric verification, and suspect company identification, leading to faster hiring and a candidate experience score of 4.7/5. Our digital onboarding platform offers personalized journeys for new hires, while AI-driven summarization tools and an engaging alumni portal have already facilitated over 52 rehires.

In Learning & Development, our Gen AI-powered Shoshin School and intelligent digital assistant 'Shoshin Friend' support personalized upskilling, with 83% of associates trained in Gen AI. Other digitized innovations include Gen AI-based compliance redressal, mobile-enabled HR service desks, and real-time analytics dashboards — empowering data-driven decisions and building a smarter, future-ready HR ecosystem.

We are looking ahead to deepening HR digitization with upcoming innovations like AI-enabled performance management, automated interviews, and predictive tools to forecast candidate joining and reduce attrition. New initiatives include an AI-powered HR engagement portal, a Gen AI-based wellness and policy platform with virtual agents, and a mentorship tool for senior leaders — all designed to further personalize, streamline, and elevate the employee experience.

LTIMindtree

CHRO Dashboard to Provide Key Insights to HR

Attract → Engage → Thrive →

Key Function	Talent Acquisition	Workforce Management	Employee Engagement	Learning & Development	Performance & Career Management	Compensation & Benefits	Compliance	Information & Analytics	HR Shared Services
AI Market Potential	40%	30%	40%	50%	20%	40%	40%	50%	40%
What we have	Medium	Low	Low	Medium	Low	Low	Medium	Medium	Medium
Solutions	Generating Job Description	Talent Marketplace	HR Engage - Employee Discussion summarization by AI	Digital Profile 1. Gen AI based Skill Gap Recommendation 2. Competency Measurement	Enrich Mentorship Module for Leadership	Gen AI-powered Policy Portal	Grievance Redressal System	BU HR Dashboard	Gen AI HR Service Desk + Mobile App
	Suspect Company Identification	Intelligent Platform	Digital Onboarding		Smart Performance Management	Reimagining Compensation	Workflow+based Automated POSH, COC Process	Predictive Analytics – Top Talent Attrition POC	Automated BGV
	Face & Voice Biometric Match		Alumni Portal	Shoshin Platform 1. Customized Learning Paths 2. Training Chatbot	Career Development Planning		Dispute Management	OKR Dashboard – Rhythm Compliance	AI BGV Report Validation
	GenAI Predictive joining		AI Infused Onboarding					Predictive Analytics – Compensation Governance	AI enabled Sick leave verification
	Automated Interviews **AI in GET Hiring**		Rewards & Recognition – AI enabled platform, Wellbeing App	AI infused LMS (LXP, Integration to PMS)	Multi Stakeholder Feedback			CHRO Dashboard	Voice AI for GCC
									BGV Invoice Validation
KPIs Impacted/ Targeted	Increased TA productivity by 11% Predictive joining 75% accuracy Candidate experience score 4.5/5	On-time fulfillment Increase in utilization Healthy bench churn	75% positive employee engagement Employee exp. 4.5/5 55 Alumni rehires	90% Gen AI trained associates internal fulfillment improved with upskilling 4%	Internal Promotion Rate Track low performing employees Track performance of new hire	Employee Benefit Satisfaction Salary Competitiveness Ratio	82% Grievance cases solved within SLA 146 of 179 100% POSH cases solved within SLA	Reduction in attrition rate	97% BGV Clearance within 21 calendar days 69% User Satisfaction Rate for HR Service Desk

Legend:
- Live
- WIP
- Yet to start

Internal Control Systems

We have an Internal Control System commensurate with the size, scale, and complexity of our operations. A process has been set up for periodically apprising the senior management and the Audit Committee of the Board about internal audit observations of the Company with respect to internal controls and status of statutory compliances. Business heads and support function heads are responsible for establishing effective internal controls within their respective functions. Standard operating procedures and internal control manuals are defined and continuously updated. The Company has laid down internal financial controls as detailed in the Companies Act, 2013. These have been established across the levels and are designed to ensure compliance with internal control requirements, regulatory compliance and appropriate recording of financial and operational information. The internal audit team periodically conducts audits across the organization, which include review of operating effectiveness of internal controls. Wherever necessary, LTIMindtree engages third party consultants for specific audits or reviews. The Audit Committee oversees the internal audit function.

Threats, Risks And Concerns

We are exposed to a wide variety of connected and interconnected risks. To ensure suitable risk prioritization and mitigation, we identify the internal and external events that may affect our strategies and potentially impact our results, capital, and reputation. Enterprise Risk Management (ERM) enables the management to efficiently deal with uncertainty and the associated risks and opportunities, along with enhancing the capacity to build shareholder value.

Outlook

Global macroeconomic uncertainties — from inflation and monetary tightening to geopolitical tensions and rising protectionism — have led to cautious enterprise spending, especially in key markets like the US. Yet, at LTIMindtree, we see this as a moment of opportunity. The growing demand for intelligent, scalable, and resilient digital solutions underscores the critical role of technology in navigating change.

With AI at the core of our strategy, a strong order book, a healthy pipeline of large deals, and the trust of marquee customers, we are well-positioned to lead in the global technology ecosystem. Our deep presence in tech-intensive verticals, coupled with a strong balance sheet, provides the resilience and agility to drive sustained value and help shape the future of digital enterprise.

Forward-Looking Statement

Readers are cautioned that this discussion contains forward-looking statements that involve risks and uncertainties. When used in this discussion, the words 'anticipate', 'believe', 'estimate', 'intend', 'will' and 'expect' and other similar expressions as they relate to the Company or its business are intended to identify such forward-looking statements. The Company undertakes no obligation to publicly update or revise any forward-looking statements, whether because of new information, future events, or otherwise. Actual results, performances or achievements could differ materially from those expressed or implied in such forward-looking statements. Readers are cautioned not to place undue reliance on these forward-looking statements that speak only as of their dates. The above discussion and analysis should be read in conjunction with the Company's financial statements included in this report and the notes thereto. Investors are also requested to note that this discussion is based on the consolidated financial results of the Company.

Safe Harbor

Certain statements in this release concerning our future growth prospects are forward-looking statements, which involve a number of risks and uncertainties that could cause our actual results to differ materially from those in such forward-looking statements. The conditions caused by the COVID-19 pandemic could impact customers' technology spending, affecting demand for our services, delaying prospective customers' purchasing decisions, and impacting our ability to provide on-site consulting services; all of which could adversely affect our future revenue, margin, and overall financial performance. Our operations may also be negatively affected by a range of external factors related to the COVID-19 pandemic that are not within our control. We do not undertake to update any forward-looking statement that may be made from time to time by us or on our behalf.