

Mexico NIS Sustainability Report

FY 2025

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An abstract graphic design featuring overlapping, wavy bands of red and white. The bands create a sense of movement and depth, with the red areas appearing as solid or semi-transparent layers over a white background. The pattern flows from the bottom left towards the top right, filling the lower half of the page.

Mexico NIS Sustainability Reporting: Jan - Dec 2025

Entity Overview:

- Legal Name: LTMindtree S. de R.L. de C.V.
- Sector: Tertiary Services
- Reporting Framework: Mexican Sustainability Reporting Standards (NIS) under Mexican Financial Reporting Standards
- Reporting Period: January 1 – December 31, 2025
- Disclosure Basis: NIS A-1 (Conceptual Framework), NIS B-1 (30 Basic Sustainability Indicators)
- Assurance Status: Internal controls applied

Scope and Reporting Boundary

The sustainability information covers metrics for the period from January 1 to December 31, 2025, focused on Environmental, Social and Governance (ESG) factors, as required by NIS A-1 (Conceptual Framework) and NIS B-1 (IBSO)." including all operations, employees, and activities conducted within Mexico during the reporting period.

The reporting boundary is consistent with the financial reporting boundary applied under Mexican Financial Reporting Standards.

Our Commitment to Sustainability

LTM is committed to operating responsibly and transparently, aligning our sustainability strategy with both national regulations and international frameworks such as the UN Sustainable Development Goals (SDGs) and GRI standards. Our approach emphasizes long-term value creation for all stakeholders - employees, customers, communities, and investors.

Data Integrity and Transparency

All disclosures are prepared in alignment with NIS A-1 and NIS B-1 specifications, including absolute and relative values, and sectoral context. Where applicable, data is benchmarked against prior periods to demonstrate progress and identify areas for improvement.

Looking Ahead

This report reflects LTM's proactive stance in embracing regulatory change and sustainability leadership in Mexico. As we move toward full compliance with NIS standards, we remain committed to enhancing our ESG performance, engaging stakeholders, and contributing to a resilient and equitable future.

NIS Report: Jan – Dec 2025

This section details the 30 required indicators (environmental, social and governance), since the year 2025 is the first year of mandatory application of the NIS, the Company has chosen not to submit comparative sustainability information for the previous period.

Quantitative IBSOs

LTIMindtree S. de R.L. de C.V. Statement of Basic Sustainability Indicators (IBSO) based on the Sustainability Information Standards			
IBSO Name	Unit of measurement	For the year ended 31 Dec 2025	
		Absolute Value	Relative Value
A. ENVIRONMENTAL AREA			
Greenhouse gas emissions			
• A.1. Scope 1 GHG emissions	tCO2e	0	0
• A.2. Scope 2 GHG emissions	tCO2e	9.448	0.034*
• A.3. Scope 3 GHG emissions	tCO2e	86.557	0.309**
Energy consumption			
• A.4. Energy consumption	kW	21820.684	78.016^
• A.5. Renewable energy consumption	kW	0	0
Sustainable activities			
• A.6. Sustainable investment	MXN	0	0
Sustainable water use			
• A.7. Water intake	kL	0	0
• A.8. Water reuse	kL	0	0
• A.9. Wastewater discharge	kL	0	0
• A.10. Treated wastewater discharge	kL	0	0
• A.11. Water intake from areas with water stress	kL	0	0
Biodiversity			
• A.12. Land use within or near biodiversity risk areas	Sq. ft.	0	0
ODS (Ozone-Depleting Substances)			

- A.13. Dependence on chemicals and products that deplete the ozone layer Waste management - A.14. Waste generated - A.15. Waste reused / recovered - A.16. Hazardous waste	Kg	0	0
	Kg	0	0
	Kg	0	0
	Kg	0	0
B. SOCIAL AREA			
Equal opportunities and decent work - B.2. Wage gap Investment in human capital - B.3. Training hours - B.4. Performance evaluations and professional development of employees Occupational health and safety - B.6. Work-related accidents and illnesses that resulted in disability or death	MXN	1,29,230	15.21%
	Hours	3448.50	20.28^^
	Numbers	106	62.35%
	Numbers	0	0
C. GOVERNANCE AREA			
Corporate governance C.2. Women on the Board of Directors	Numbers	0	0
OBSERVATIONS / COMMENTS			
* Unit of measurement is 'tCO2e/Million MXN' ** Unit of measurement is 'tCO2e/Million MXN' ^ Unit of measurement is 'kW/Million MXN' ^^ Unit of measurement is 'Hours'			

Qualitative IBSOs

LTIMindtree S. de R.L. de C.V.		
Disclosure of qualitative IBSO based on the Sustainability Information Standards		
Indicator	Reporting Period	
	2025	
	Yes	No
SOCIAL AREA – Human Capital		

B.1. Management of Equal Opportunities and Decent Work	Yes	
B.5. Management of Occupational Health and Safety	Yes	
GOVERNANCE AREA – Human Capital		
C.1. Board of Directors		No*
C.3. Independent Oversight Body		No**
C.4. Risk Management Policy	Yes	
C.5. Sustainability Strategy	Yes	
C.6. Code of Integrity and Ethics	Yes	
C.7. Information Security	Yes	
C.8. Protection and Privacy of Third-Party Data	Yes	
OBSERVATIONS / COMMENTS		
* Our company does not have a board of directors in Mexico. ** Our Mexico entity named LTIMindtree S.de. RL.de. C.V (formerly L&T Infotech S.de. RL.de. C.V), no Directors are required, and Mr. Kalpak Sudhir Pedgaonkar is Sole Manager there.		

Conclusion

The LTIMindtree, S.R.L. de C.V. Sustainability Report 2025 marks a foundational step in formal compliance with the Mexican Sustainability Reporting Standards (NIS A-1 and B-1) during their first year of mandatory application. The report details the entity's Environmental, Social, and Governance (ESG) performance for all operations within Mexico from January 1 to December 31, 2025.

Key Achievements and Compliance:

- **Framework and Commitment:** LTM demonstrates a clear commitment to responsible and transparent operations, aligning its strategy with national regulations, UN Sustainable Development Goals (SDGs), and GRI standards. The reporting boundary is consistent with the entity's financial reporting.
- **Social Robustness:** The company exhibits strong internal frameworks for social responsibility, with established policies on Equal Opportunities, Decent Work, and Occupational Health and Safety. Key social metrics reported include a pay gap of 15.21%, an average of 20.28 training hours per employee, and 62.35% employee performance evaluation coverage. Crucially, the company reported zero occupational accidents or fatalities during the period.
- **Governance Strength:** The entity maintains a robust suite of global policies covering critical governance areas: Enterprise Risk Management (aligned with ISO 31000), a well-defined Sustainability Strategy, a global Code of Conduct for Integrity and Ethics, a comprehensive Information Security Policy (aligned with ISO/IEC 27001:2022), and compliance with Mexican and global laws for Third-Party Data Protection.

- **Environmental Footprint:** Due to the nature of its tertiary services sector operations, Scope 1 GHG emissions, water intake/discharge, and land use in biodiversity areas were reported as zero. The primary environmental focus is on Scope 2 and 3 emissions, which have been calculated (9.448 tCO₂e and 86.557 tCO₂e, respectively)

Path Forward:

This report reflects LTM's proactive stance in embracing regulatory change and sustainability leadership in Mexico. LTM remains committed to enhancing its ESG performance, ensuring full compliance with NIS standards, and contributing to a resilient and equitable future for all stakeholders.



A Larsen & Toubro
Group Company

LTM

It's time to Outcreate

An abstract graphic at the bottom of the page consisting of several overlapping, wavy, brush-stroke-like shapes in various shades of red and white, creating a sense of movement and energy.