A Larsen & Toubro
Group Company

LTM

Outcreate Sustainable Progress with Purpose

Sustainability Report
FY2025-26

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About this Report

The theme **'Outcreate Sustainable Progress with Purpose'** reflects LTM's commitment to embedding sustainability at the core of its strategy and operations.

This Sustainability Report presents LTM's ESG performance and initiatives, reflecting the organization's continued focus on responsible growth and long-term value creation. Prepared in accordance with the GRI Universal Standards 2021, the report outlines key environmental, social, and governance disclosures from April 1, 2025, to March 31, 2026.

The report brings together quantitative performance data and qualitative insights across material ESG topics, offering stakeholders a transparent view of how sustainability considerations are embedded into LTM's strategy, governance practices, and operations. It highlights LTM's approach to managing sustainability related risks and opportunities while delivering value to clients, employees, communities, and other stakeholders.

Aligned with LTM's ESG vision and material priorities, the report incorporates inputs from stakeholder engagement processes and draws alignment with globally recognized frameworks, including the United Nations Global Compact (UNGC), the Sustainable Development Goals (SDGs), the National Guidelines on Responsible Business Conduct (NGRBC), the Taskforce on Climate related Financial Disclosures (TCFD), and the Taskforce on Nature related Financial Disclosures (TNFD). Together, these frameworks provide a comprehensive view of LTM's sustainability performance and forward looking commitments.

The report has been prepared on a consolidated basis of LTM global entities. Environmental disclosures cover India and International facilities where we have operational controls which represent the largest concentration of employees and environmental impacts while TNFD assessments and disclosures continue to focus on LTM's global locations. Social and economic disclosures encompass our global operations including key subsidiaries.

This report has been reviewed and endorsed by LTM's leadership. BDO India Services Private Limited (BDO India), an independent third-party, has provided reasonable and limited assurance, according to GRI Reporting, ISAE 3000 Revised, and international assurance best practices. Please see page 80 for the assurance statement.

Message from the CEO and Managing Director

Venu Lambu

CEO & Managing Director

"Our approach to sustainability is holistic—encompassing environmental stewardship, social responsibility, and governance excellence. By weaving these elements together, we aim to create a resilient tapestry that not only strengthens our business but also contributes to the well-being of our planet and society."

At LTM, our journey in FY2025–26 was guided by a defining belief: It's time to Outcreate. This theme reflects not only how we innovate and deliver superior value but also how we shape a more resilient, responsible, and future-ready enterprise in an ever-evolving business landscape. It also underpins this year's Sustainability Report theme — Outcreate Sustainable Progress with Purpose — recognizing that sustainable progress requires organizations to pursue growth, innovation, and responsibility together.

Today, enterprises are navigating a world shaped by accelerated AI adoption, evolving stakeholder expectations, geopolitical complexity, and intensifying climate imperatives. In this environment, the ability to innovate with purpose while remaining agile and resilient has become critical to long-term success. We believe the path forward requires not just transformation at scale, but transformation that is intentional, measurable, and built to endure. Our Sustainability Report FY2025–26 reflects how we are advancing ESG maturity through transparent metrics, intelligent systems, disciplined execution, and long-term thinking — embedding sustainability into the way we operate, innovate, and create value for all our stakeholders.

As a Business Creativity Partner, we help clients realize their sustainability and transformation ambitions by combining technology-led innovation and domain expertise to solve complex challenges and create measurable impact. Through responsible AI and data governance practices, support for low-carbon operations, and initiatives that foster inclusion and continuous learning, we empower organizations to navigate change, build resilience, and deliver long-term value.

Equally important is the progress we continue to make within our own enterprise. Over the course of the year, we strengthened our operational sustainability agenda, with renewable energy adoption exceeding 72%, supported by our LEED Platinum-certified campuses and continued focus on responsible resource management. As part of our commitment to building future-ready talent, we welcomed over 6,700 freshers during the year, a 40% increase over FY25. We also accelerated AI-led transformation by deploying more than 1,500 AI agents across the organization, leveraging intelligent systems to augment human potential, improve decision-making, and enhance operational agility and efficiency at scale. Our Corporate Social Responsibility (CSR) initiatives positively impacted nearly 1.2 million beneficiaries in FY26.

Our commitment to responsible growth and governance was further reinforced through our strong financial performance, a client satisfaction score of 5.89 on a 7-point scale, and continued global recognition for ESG leadership and transparency. During the year, LTM achieved multiple ESG accolades, including prestigious global awards for our sustainability report, ranking third in the IT & Digital Services sector and fifteenth across sectors in the Top 200 companies in Businessworld India's Most Sustainable Companies 2025. As a signatory to the United Nations Global Compact, we remain committed to advancing responsible business practices aligned with globally recognized principles and stakeholder expectations.

Looking ahead, the convergence of AI, digital transformation, and sustainability is creating new possibilities for businesses to innovate at scale while driving meaningful impact. As we navigate this evolving landscape, our journey will continue to be guided by a simple yet powerful belief: progress is most meaningful when it is inclusive, responsible, and built to endure.

Together, we will continue to Outcreate Sustainable Progress with Purpose for our clients, our people, our communities, and the future we collectively share.

Message from the Global Head
ESG and Sustainability

Archana Sahay
Global Head – ESG and Sustainability

"Our journey in the FY2025-26 has been marked by significant strides in ESG and sustainability, as we align with global frameworks, move towards achieving our ambitious targets for Net Zero emissions, renewable energy, and water positivity, all while fostering diversity and community empowerment."

At LTM, sustainability continues to evolve from a focused function into an enterprise-wide capability, embedded across strategy, operations, governance, and culture. FY2025-26 was a year of disciplined execution and meaningful progress as we strengthened the integration of ESG priorities into the way we create long-term value for stakeholders.

Guided by our vision to Outcreate sustainable progress with purpose, we continued advancing our commitments across climate action, responsible business conduct, inclusive growth, and community impact while strengthening the governance systems and operational frameworks necessary to sustain long-term transformation.

Our environmental agenda remains anchored in measurable action and science-aligned ambition. During the year, we continued progressing toward our Net Zero target for 2040 through focused decarbonization initiatives across operations. We achieved a 70% reduction in Scope 1 emissions intensity and a 55% reduction in Scope 2 emissions intensity per employee over the FY19 baseline. Renewable energy adoption also continued to scale—with overall renewable energy usage exceeding 72%. Alongside emissions management, we continued strengthening resource efficiency and water stewardship practices across our campuses. Our efforts enabled a 55% reduction in water consumption intensity from the FY19 baseline—while maintaining our 2.8x water positive status. Circularity initiatives also progressed steadily with over 94% waste recycling achieved during the reporting period—as we move toward our target of 100% waste recycling by 2030.

As a global technology organization, we recognize that sustainable progress must be deeply connected to people, culture, and equitable opportunity. We therefore continued investing in programs that foster inclusion, accessibility, and workforce resilience.

Women represented 30.87% of our workforce during the year, while the representation of women in leadership roles increased to 9.53%. We also continued advancing representation across LGBTQ+, persons with disabilities, veterans, and multicultural talent groups to strengthen a more inclusive and globally diverse workplace. Building future-ready talent capabilities remained another strategic priority.

Beyond operational priorities, we continued driving positive community outcomes through focused CSR interventions across education, environment, health, nutrition, empowerment, and livelihood development. Our cumulative community impact reached over 3.53 million beneficiaries, reinforcing our belief that technology-led growth must also contribute meaningfully to societal progress.

Throughout the year, we strengthened ESG oversight mechanisms, advanced disclosure maturity, and continued aligning our reporting practices with globally recognized sustainability frameworks and stakeholder expectations. These efforts are helping us build greater transparency, accountability, and consistency in how sustainability performance is measured and managed across the organization.

While we are encouraged by the progress achieved, we remain equally focused on the work ahead. The sustainability landscape continues to evolve rapidly, bringing new expectations, opportunities, and responsibilities for global businesses. At LTM, we remain committed to advancing this journey with integrity, measurable action, and long-term perspective.

The progress reflected in this report is the result of collective effort enabled by our employees, clients, partners, communities, and leadership teams who continue to champion responsible growth and shared value creation. Together, we will continue to strengthen our ESG foundations while Outcreating sustainable progress with purpose for generations to come.

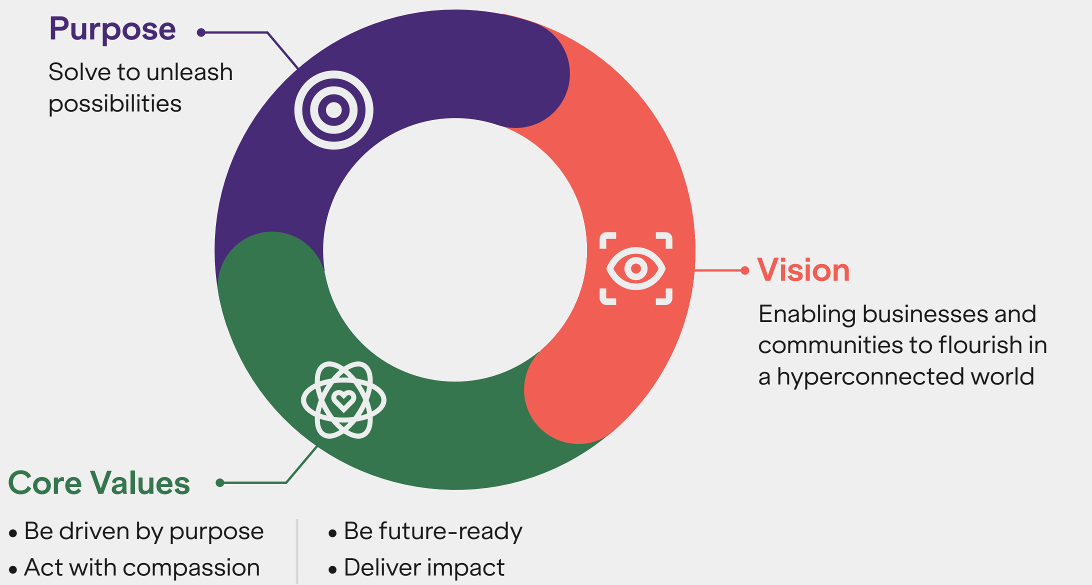
Purpose in Action

Outcreating Sustainable Progress with Purpose

Company Overview

LTM is a global technology services company with a strong AI focus, serving as a Business Creativity partner to some of the world's largest and most dynamic enterprises.

As a Larsen & Toubro company, LTM combines the strength of a trusted Indian multinational with the agility and innovation required in a rapidly evolving digital economy.



We combine human insight with intelligent technologies to help clients unlock greater value at the convergence of domain expertise and digital innovation. Our capabilities span integrated operations, digital transformation, and business AI empowering, new ways of working, boosting productivity, and creating innovative avenues for value generation across industries.

With a global workforce of over 87,000 employees across 42 countries and a robust ecosystem of technology and alliance partners, LTM delivers comprehensive solutions with scalable business outcomes. Our approach is grounded in responsible innovation, people centric growth, and long term value creation for all stakeholders.

Through a strong commitment to operational excellence, ethical governance, and sustainable business practices, LTM supports clients in outperforming the market, and continuously innovating and Outcreating it.

Triple Bottom Line Performance Snapshot

FY26 marked a year of continued progress in LTM's sustainability journey, with focused actions across environmental stewardship, people centric practices, and responsible governance. During the year, LTM strengthened the integration of sustainability into business operations, advanced key ESG initiatives, and enhanced transparency in line with global reporting standards.

People

Talent Pool
87,950

Women in Talent Pool
30.87%

New Hire
22,905

Average Learning Hours
104.11

CSR Spend
INR 960 Million

CSR Threshold Limit
INR 957 Million

CSR Beneficiaries
1,199,584

Total procurement spent on diverse suppliers
6.5%

Planet

GHG Emissions
152,455 tCO2e

Energy Consumption
290,074 GJ

Renewable Energy
72.23%

Renewable Electricity
73.93%

Waste Recycled
94.39%

Water Consumption
378,792 KL

Environmental Capex Spend
INR 59 Million

Certified Green Buildings offices in India
70%

Trees planted - **150,000**

Profit

Revenue
INR 423,076 Million

Profit
INR 49,827 Million

EBIT
15.4%

Order Book Value
USD 6.6 Billion

Active Clients
751

Customer Satisfaction Rating (On a Scale of 1-7)
5.89

USD 50 Million+ Clients: **14**

USD 100 Million+ Clients: **2**

Global Presence
42 countries

Sustainability Momentum

The awards and recognitions received during the year reflect LTM's continued commitment to excellence, responsible business practices, and sustainable value creation. These honors underscore the collective efforts of our teams and the trust placed in us by clients, partners, and stakeholders.

Sustainability

- **United Nations Global Compact:** Continued as a signatory, earned our Business Participant certificate, and submitted the Communication on Progress (CoP) for FY26.
- **FTSE Russell ESG Performance:** Achieved a strong ESG score of 4.6 out of 5, outperforming sub-sector, sector, and country averages.
- **EcoVadis Ranking:** Scored 71/100, placing LTM in the 86th global percentile—Top 15% across all sectors and Top 8% in Computer Services worldwide.
- **Businessworld Sector Leader:** Ranked Top 3 in IT & Digital Services and Top 15 across all sectors among 200 companies in Businessworld India's Most Sustainable Companies 2025.
- **Achilles 'Excellent' Grade:** Scored 82/100, earning an 'Excellent' grade and ranking in the Top 5% of over 200,000 companies assessed by Achilles.
- **CRISIL ESG Leadership:** Received an overall score of 80 (Leadership) for ESG and score of 73 (Leadership) for sustainability disclosures.
- **NSE Analytics Benchmark:** Achieved an ESG score of 78, ranking among the best in the Indian IT sector.
- **ESG Risk.ai Rating:** Secured a score of 78 (Excellent), placing LTM in the highest rating category.
- **Stakeholder Empowerment Services:** Earned 79/100 in the ESG Ratings Index, placing LTM in the upper quadrant among the Top 200 Indian companies.
- **Travel Smart Yearbook:** Ranked among India's Top 15 companies for business travel emissions reduction in FY25.
- **TNFD Early Adopter:** The only Indian IT company recognized as a Taskforce on Nature-related Financial Disclosures (TNFD) Early Adopter; FY25 Sustainability Report featured among 50 global pioneers and two IT benchmarks worldwide.
- **Global ESG Transparency Award:** Won 'Excellence Class' with an 87.67% score for the FY25 Sustainability Report.
- **LACP Platinum Award:** Received the Platinum Award for the FY25 Sustainability Report from LACP (League of American Communications Professional), the only recipient in the Technology – IT Services sector.
- **LACP Global Ranking:** Ranked 6th worldwide in the Top 100 LACP report winners across all sectors.
- **LACP Technical Achievement:** Scored 99/100 and won the 'Worldwide Best In-House Report (Technical Achievement) award.

Environment

- **Platinum Award:** for Excellence in Energy Management from iNFHRA (Chennai)
- **Platinum Award:** for OHS&E (Occupational Health, Safety and Environment) services from World Safety Organization (Hyderabad)
- **Platinum Award:** for Water Stewardship from iNFHRA (Mumbai)
- **Gold Award:** for EHS excellence from CII (Hyderabad)
- **Platinum Award:** for ESG Leader of the Year 2025-26 from iNFHRA (Bengaluru)
- **Diamond Award:** for employee wellbeing from iNFHRA (Mumbai)
- **National Award:** for Excellence in Energy Management from CII (Pune)
- **Gold Award:** for OHS&E service from International Business Conferences (Hyderabad)

Social

- **National HR Excellence Awards:** LTM was recognized in March 2026 by CII for 'Significant Achievement in HR Excellence,' highlighting strong HR practices aligned with business goals.
- **Brandon Hall HCM Excellence Awards:** Won six Golds, including AI for Business Impact and Employee Engagement, plus two Silvers for Leadership Development and Talent Management Technology in 2025.
- **Financial Express HR Awards:** Received Gold for DEI Strategy and Silver for Remote & Hybrid Work and HR Technology in 2025, reflecting our inclusive, flexible, tech-driven HR approach.
- **AmbitionBox Employee Choice Awards:** Named Top-rated Company for Women, IT/ITES, and Mega Company in 2025 for fostering an inclusive, high-performance workplace.
- **Economic Times Exceptional Employee Experience Awards:** Recognized in 2025 for delivering a standout employee-centric workplace in the large-scale industry category.
- **The Great Managers Awards:** Named one of India's Top Companies with Great Managers in 2025 for people-first leadership.
- **SHRM HR Excellence Awards:** Awarded for Excellence in Leveraging HR Technology in 2025.
- **Annual HR Awards:** Won four awards at L&T Group's 2026 HR Conclave across Talent Acquisition, Digital Transformation, and Talent Engagement.
- **Human Resource Excellence Model:** Recognized as an Emerging Leader in HR Excellence (2025-26) by L&T Group across key HR dimensions.
- **Avtar & Seramount:** Recognized as one of India's Best IT Companies for Women in 2025, highlighting our commitment to gender diversity and inclusion.
- **DEI100:** Featured in India's first structured DEI index in 2025 by Team Marksmen Network, acknowledging our ongoing progress in diversity, equity, and inclusion.
- **AICONIC Summit and Awards:** Won Gold for Best Use of AI in Human Resources at the 2026 Financial Express AICONIC Awards.
- **India Workplace Equity Index:** Named a Top Employer (Silver Category) in 2025 for LGBTQ+ inclusion, reflecting our dedication to an equitable workplace.
- **Economic Times Human Capital Awards:** For the second year, earned multiple awards in 2026, including Gold for AI in Talent Management Strategy, Silver for AI in Talent Acquisition, and Bronze for Flexible Work Models and HR Digital Transformation.
- **Global CSR & ESG Awards 2025:** Honored with Best Two ESG Initiatives of the Year, recognizing our strong commitment to impactful environmental, social, and governance programs.
- **Indian CSR Awards 2025:** Won two categories—Best Women Empowerment Initiative and Most Impactful CSR Project (Education Initiatives)—at the Indian CSR Awards by Brand Honchos.
- **Rotary National CSR Awards:** Received Best Project Award in Community & Skill Development (Mega Enterprise Category) for our IVDP (Integrated Village Development Programme) program in Odisha, selected among four mega enterprises from 746 applicants.

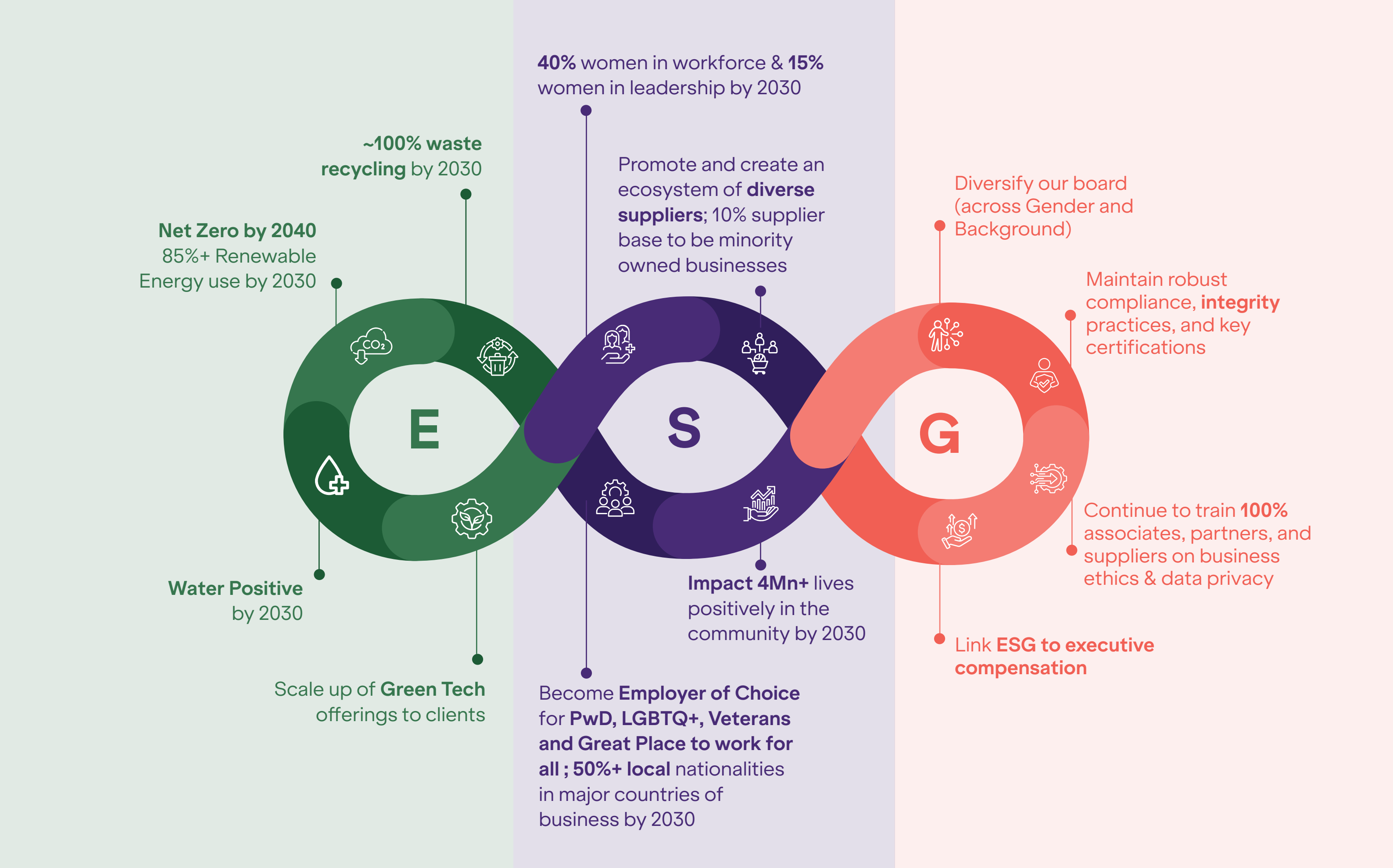
Governance

- **Golden Peacock Award 2025:** Received from the Institute of Directors (IOD) for Excellence in Enterprise Risk Management, recognized as one of the most prestigious global awards in this domain.
- **Brandon Hall Group Technology Excellence Awards 2025:** Won two Silver Awards for Best Advance in Technology for Crisis Management and Best Advance for Leading Under a Crisis, highlighting the impact of an AI-driven system that ensures safety and operational resilience.
- **Disaster Recovery Institute International Awards of Excellence 2026:** Earned global recognition for strengthening business continuity and enterprise resilience to protect critical operations worldwide.

Sustainability Vision & ESG Ambitions

Purpose Driven ESG: Commitments & Long Term Targets

LTM's ESG vision is anchored in well-defined goals, targets, roadmaps, and timelines, reflecting our commitment to driving a positive impact and helping us catapult into the global top leadership league of ESG.



Progress Review: From Commitment to Measured Execution

LTM has defined clear, time bound environmental goals to guide its transition towards more sustainable operations. Progress against these goals is driven by a combination of operational efficiency initiatives, responsible resource management, and continuous improvement across facilities and delivery locations.

ESG Vision	Progress in FY2025-26
Net-Zero by 2040	• Scope 1: Reduction by 70% to 0.021 tons CO2e/ employee (over baseline value of FY19) • Scope 2: Reduction by 55% to 0.401 tons CO2e/ employee (over baseline value of FY19)
85% + Renewable Energy use by 2030	• Renewable Energy–72.23% • Renewable Electricity–73.93%
100% waste recycling by 2030	94.39% waste recycled
Water-positive by 2030	• 2.8x water positive • 55% reduction to 4.587 kl/employee (over baseline value of FY19)
Scale up of Green Tech offerings to clients	Engaged with 50+ customers
40% women in workforce	30.87% women in workforce
15% women in leadership by 2030	9.53% women in leadership
Become employer of choice for LGBTQ, PwD and veterans and Great place to work for all; 50% + local nationalities in major countries of business by 2030	• 0.18% self-identified PwDs • 0.21% self- identified LGBTQ+ • 0.12% self-identified Veterans in workforce • 24.80% local nationalities (outside India) • Brandon Hall HCM Excellence Awards 2025 • Best Leadership Development for Women (Silver) • Best IT Companies for Women in India by Avtar & Seramount 2025
Diversify our board (across gender and background)	• 67% Independent Directors • 1 Woman on the Board

Promote and create an ecosystem of diverse suppliers; 10% supplier base to be minority owned businesses	• We identify diverse suppliers within our database to promote inclusivity and equal opportunity by prioritizing procurement from marginalized and vulnerable groups. Also, we actively track procurement spending associated with diverse suppliers. • This initiative engages diverse suppliers/ subcontractors, with a special focus on women-owned/ minority-owned, and small business enterprises to create positive social impact. • Total diverse spend value of USD 38 million, constituting 6.5% of the total procurement spend.
Impact 4 million plus lives positively in the community by 2030	Community impact of 11,99,584 in FY26, 3.53 million (cumulative)
Link ESG to executive compensation	ESG-linked KPIs under review
Continue to train 100% associates, partners and suppliers on business ethics and data privacy	• 100% of associates trained on business ethics and data privacy. • During FY2025–26, we continued supplier engagement initiatives through our Vendor Meet Program to reinforce compliance expectations on business ethics and data privacy. These topics are formally covered in Vendor Meet program, where suppliers are oriented on LTM policies including Whistleblower policy, Anti-Bribery policy, Code of Conduct, Data Privacy requirements, and ethical business practices, and their acknowledgement recorded during meetings.
Maintain robust compliance, integrity practices and key certifications	• Leveraged emerging national and global sustainability reporting frameworks and standards. • Achieved strong recognition across global ESG awards, ratings, and rankings.

Embedding ESG into Enterprise

ESG Strategy & Governance

Our approach to ESG is anchored in delivering tangible outcomes, balancing business performance with environmental responsibility, and social impact. We continue to evolve our priorities to address emerging risks and opportunities across the value chain.

Our ESG strategy is aligned with leading global frameworks such as UNGC, SDGs, TCFD, TNFD, GRI, CDP, and SBTi, enabling us to enhance transparency, track progress, and continuously improve performance.

We drive our ESG agenda through four key pillars:

Environmental Stewardship

Advancing decarbonization, scaling renewable energy adoption, and strengthening resource efficiency and climate resilience.

Employer of Choice

Building an inclusive, future-ready workplace through strong DEI practices, talent development, and employee well-being.

Social Responsibility

Enabling inclusive growth through focused interventions in education, livelihoods, health, and environmental sustainability.

Ethical Governance

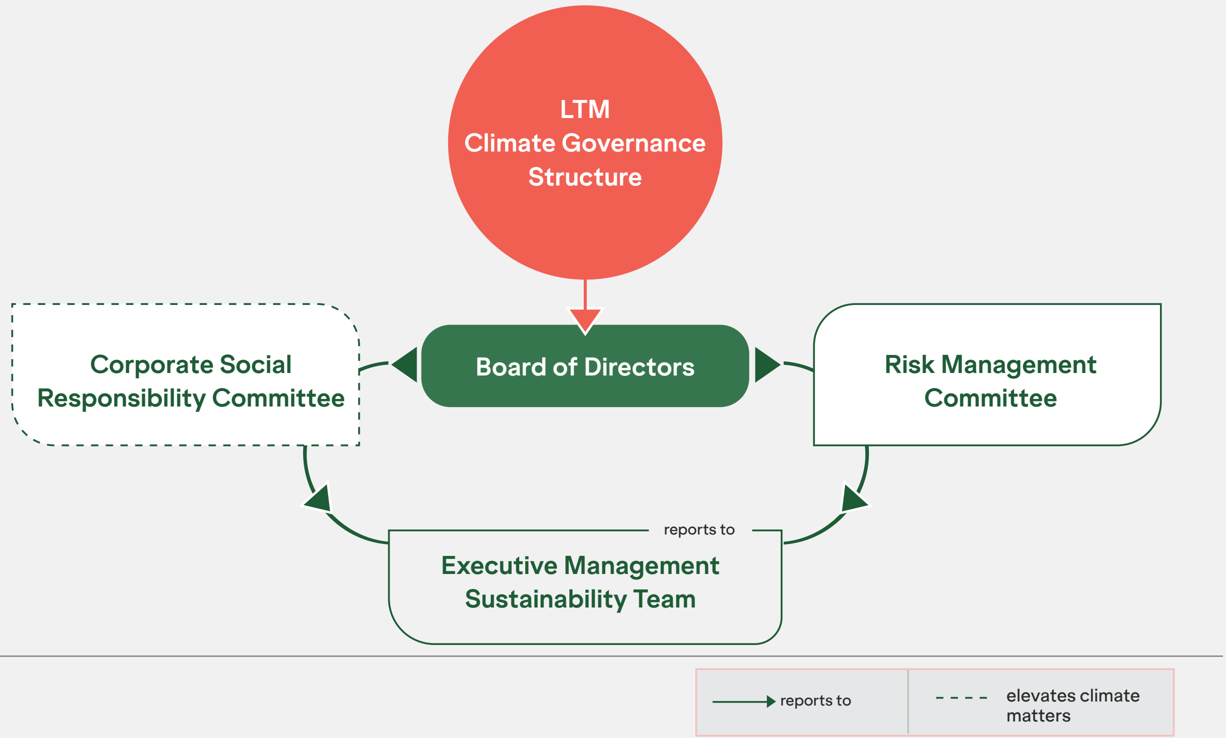
Upholding high standards of governance through transparency, accountability, board diversity, and ESG-linked leadership priorities.

Climate Governance (Climate Risk & Opportunities)

The Board of Directors retains ultimate oversight of climate-related risks and opportunities, exercised through structured reporting from its sub-committees, particularly the Risk Management Committee and Corporate Social Responsibility (CSR) Committee. These committees regularly review climate matters and escalate key insights to the Board.

Executive management is responsible for implementing the Board's sustainability directives and integrating climate considerations across enterprise risk management, operations, facilities, and disclosures. This is supported by a governance structure comprising executive-level forums and the Risk Operating Committee (ROC), enabling cross-functional collaboration and escalation to Board committees.

Climate governance is embedded across the enterprise through quarterly reviews by the Risk Management, Audit, and CSR Committees, alongside strategic oversight by the Strategic Investment Committee. These processes, controls, and structured governance forums strengthen resilience, ensure robust risk oversight, and support sustainable long-term growth.



Stakeholder & Materiality Lens

By engaging constructively with diverse stakeholder groups, LTM gains critical insights that inform the identification of risks and opportunities, support the prioritization of material issues, and strengthen strategic decision making. This engagement reinforces accountability, builds enduring trust, and demonstrates LTM's commitment to transparency. Through a structured and continuous engagement process, LTM ensures that its sustainability strategy remains aligned with evolving stakeholder expectations and focused on long term value creation.

Clients

Clients are among our most important assets, and their feedback is key to process improvements, quality enhancements, service performance, and cost optimization.

Communication Channel	Engagement Frequency	Topics and Concerns
• Client Satisfaction Survey (CSS) tool • Client Satisfaction Survey (CSAT) through independent third-party consultants • Project-related calls and meetings • Project management reviews • Relationship meetings and reviews • Steering committee meetings/Quarterly Business Reviews (QBRs), and briefings on client visits • Responses to Request for Information (RFI) /Request for Proposal (RFP) • Mailers, newsletters, and brochures • Corporate website • Social media • Client visits	• Annually • Half-yearly • Ongoing	• Client feedback and satisfaction • Quality of work delivered business value, resilience, and innovation • Understanding client, industry, and business challenges • Identifying opportunities to improve our services for cross-selling • Deciding on investments and capabilities required to fulfill demand • Understanding clients' data privacy and security requirements

Employees

Our employees are at the center of all our operations; their collaborative skills and expertise are essential for our growth.

Communication Channel

- Engagement survey
- Annual strategy meets
- Quarterly CEO Connect
- Leadership town halls
- Leadership meets
- VIBE Magazine
- LTM Models podcast
- LTM official website
- RAlma bot
- ReimAlgine HR channel
- ULTIMA Works
- Viva Engage
- Updates from HR Communications channel
- Technology and cybersecurity awareness programs from Shoshin School channel
- DEI communications and dashboard
- Wellness webinars and feedback
- Org Communications Teams Channel
- Internal Communications channel.
- External social media
- GET Connect

Engagement Frequency

- Once in two years
- Quarterly
- Annually
- Batch-based
- Ongoing

Topics and Concerns

- Understanding employee sentiments and feedback
- Setting direction for the year ahead, aligning leadership, and translating vision into executable priorities
- Sharing insights with associates on Q-o-Q growth, future organization goals, and client deals
- Sharing insights on current organization positioning, reiterating direction and priorities, revenue, growth, and deal wins. Highlighting key initiatives and transformations to the associates
- Aligning on priorities for organization growth, discussion on execution frameworks, and strengthening leadership cohesion
- LTM's quarterly culture magazine informs, engages, and connects with our associates by showcasing achievements, sharing key updates, and reinforcing the company culture
- Podcast series where our associates proudly share their personal stories, professional journeys, learnings, achievements, and challenges to elevate their belonging with the organization
- Our official website to get latest company updates
- LTM's people super-agent supporting employees' HR queries, improving employee experience across locations, and acting as a smart interface between employees, managers, and HR systems
- LTM's hype-personalized, AI-enabled digital workspace brings together enterprise applications, knowledge, policies, and updates
- Our enterprise social networking and community platform encourages associates to connect, share, ask, and engage beyond day-to-day collaboration
- Updates about HR policies, Rhythm activities, NPS awareness sessions, corporate benefits, external awards and recognitions, POSH, compliance, insurance, etc.
- Notifications on TECH Triumph sessions, Quantum Technology awareness programs, and other Learning & Development updates
- Men's Health webinars, International Women's Day celebration updates, Women's Day Inner Healing sessions, Give to Gain initiative with digital badges, etc.
- Wellness webinars covering our four major aspects: physical, emotional, financial, and social well-being - ergonomic webinars, sessions on menopause and overall health management, webinars on financial clarity and independence for women, pneumococcal awareness with health experts, etc.
- Official updates, enterprise-wide communications, leadership messages, major people and HR updates, CEO Connect notifications, etc.
- L&T Group updates; news on corporate award wins, The L&T-ite Magazine, launch of new L&T business segments, etc.
- Updates on LinkedIn, X, and Instagram about recent LTM wins, BlueVerseTM Sovereign Cloud, ServiceNow, Outcreating moments, etc.Connects with graduate engineer trainees for fresh talent

Investors and Shareholders

As providers of capital, they are key to our growth and expansion plans.

Communication Channel	Engagement Frequency	Topics and Concerns
• Investors page on the website • Integrated Annual Report • Stock Exchange notifications • Annual General Meeting (AGM) • Press conferences and newsroom releases • Investor Meetings, conferences, and non-deal roadshows • Quarterly email to shareholders • Written communication with shareholders • Quarterly earnings call • Investor Day	• Annually • Quarterly • Event-based • Ongoing	• Educating the investor community about LTM's value creation model and business strategy for the long-term • Apprise and explain to investors about the IT services industry's dynamics and LTM's performance • Enabling shareholders to participate effectively in General Meetings and vote on matters related to LTM, along with the additional right of demanding poll • Helping investors voice their concerns regarding company policies, reporting, strategy, etc., and addressing them adequately and to their satisfaction • Creating awareness and greater visibility of LTM's performance and receiving valuable suggestions • Understanding shareholder and investor expectations from LTM • Communication to encash dividend/claim dividend/ update KYC and bank account details including nomination

Government and Regulatory Bodies

Key for ensuring compliance, interpretation of regulations and uninterrupted operations.

Communication Channel	Engagement Frequency	Topics and Concerns
• Workshops • Industry events • Filing of forms/ disclosures by LTM • Investors page on the website • Comments on consultation paper issued by regulatory bodies • Representation on various amendments impacting the sector	• Annual • Event-based • Ongoing	• Ethical governance • Sustainability disclosures • Ensuring 100% compliance to all applicable regulations • Representation by LTM, suggesting input on proposed regulatory amendments impacting the sector

Media

Improving the understanding of the industry's positive impact on sustainability and climate change, and the drivers for further development.

Communication Channel	Engagement Frequency	Topics and Concerns
• Corporate websites • Press releases • Media opportunities - interviews, bylines, quotes • Sponsored (industry) events/marketplace presence	• Ongoing	• Communicating LTM's strategy, performance, and way forward • Amplifying LTM's brand as a responsible corporation • Safeguarding the reputation of LTM • Showcasing thought leadership and company capabilities • Driving business development and insight into public and business concerns

Communities

A harmonious relationship with the communities where we operate is key to our social license to operate and collaborate with our NGO partners for societal development.

Communication Channel	Engagement Frequency	Topics and Concerns
• Community meetings • Pamphlets • Advertisement signages • Newspaper	• Ongoing	• Needs of the community • Listening to feedback from the community on the impact of the projects executed recently

Suppliers

The adoption of sustainable practices and timely availability of goods and services from our suppliers has a material impact on our operations and efficiency of service delivery to clients.

Communication Channel	Engagement Frequency	Topics and Concerns
• S360 portal • Vendor meets • Email	• Annually • Others (Ongoing) -Regular operational, compliance, onboarding. • Others (Continuous) -Document submission, live status, updates	• Stronger partnerships • Demand sustainability • Credit worthiness • Robust governance • Ethical behavior • Fair and transparent business practices • Embracing diversity • Automated performance monitoring • Training

Industrial Bodies

As our valued partners in advancing the future of IT together, it is vital to foster a symbiotic connection with the industry's bodies.

Communication Channel	Engagement Frequency	Topics and Concerns
• Conferences and seminars • Committee meetings • Surveys and industry reports • Regional councils	• Ongoing	• Co-creating industry best practices with industry bodies like NASSCOM • Driving responsible AI and digital innovation • Active participation in Regional Councils across key markets • Representation on the NASSCOM-UK Council and US CEO Council • Driving policy advocacy and ecosystem growth collaboratively

Academic Institutions

Campus to corporate initiatives aimed at the development of the skilled talent pool for specific business demands, to drive innovation, and strengthen our competitive advantage.

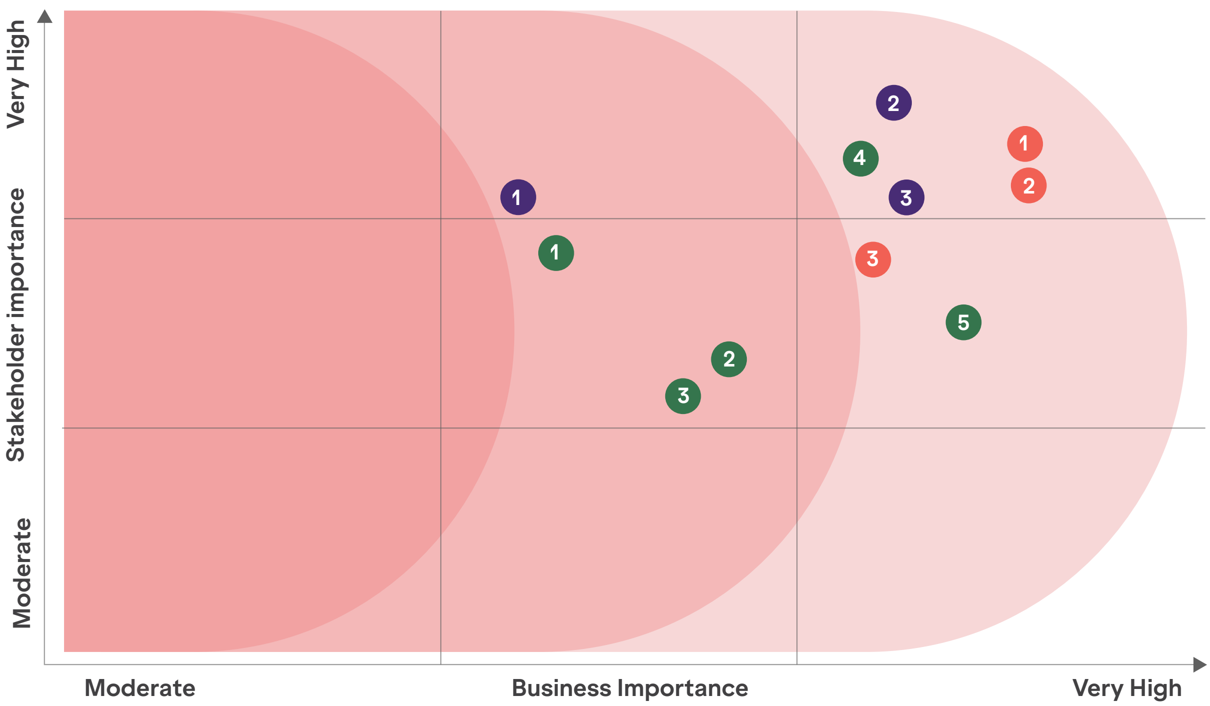
Communication Channel	Engagement Frequency	Topics and Concerns
• Campus recruitment drives • Corporate and career website • Notice board • Email	• Ongoing	• Job creation • Internship opportunities

LTM's ESG Materiality Matrix

LTM adopts a structured and annual materiality assessment process aligned with the GRI Universal Standards 2021 to identify ESG topics that are most relevant to its business and stakeholders. The assessment considers economic, environmental, and social dimensions to support informed decision making and long-term value creation.

Material issues are identified and prioritized using multiple inputs, including stakeholder feedback, business strategy, industry benchmarks, regulatory developments, and emerging ESG risks. These topics are reviewed through management discussions and assessed within the Enterprise Risk Management (ERM) framework to evaluate potential impacts and risks.

Oversight of material ESG topics is provided by the Board through relevant committees, based on input from the ERM team, audits, and performance reviews. Key Performance Indicators (KPIs) linked to material topics are embedded across functions and processes, enabling alignment with strategic planning, performance monitoring, and continuous improvement.



Environment

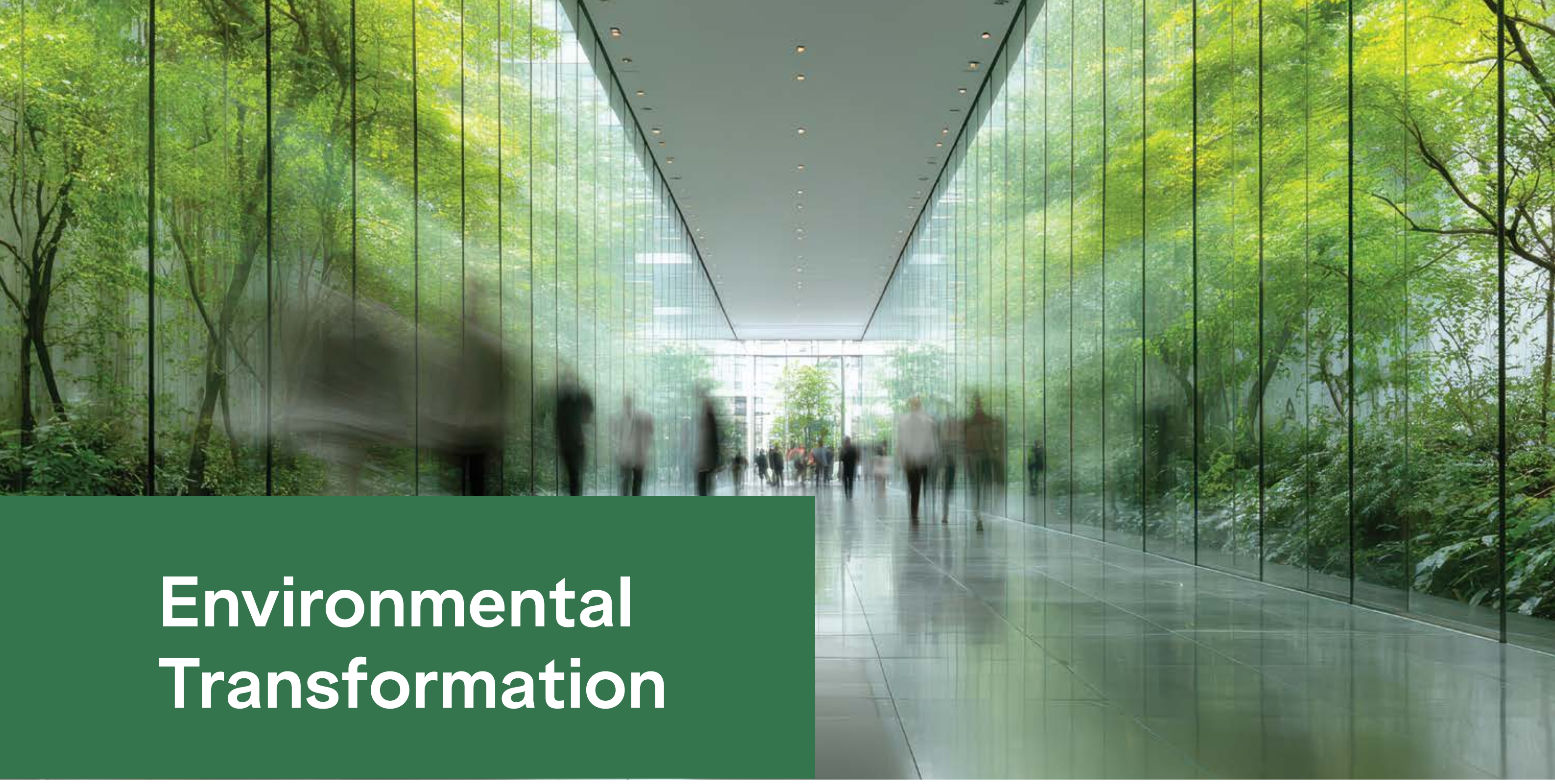
1. Water Management
2. Waste Management
3. Supply Chain Sustainability
4. Climate Change
5. Green Tech and Innovation

Social

1. Community Development
2. Employee Well-being & Experience
3. Diversity, Equity, and Inclusion

Governance

1. Corporate Governance
2. Business Ethics
3. Data Privacy and Risk Management



Environmental Transformation

Climate Action & Net Zero Pathway

Emission Performance

Total Scope 1 emissions	Total Scope 2 emissions	Total Scope 3 emissions
1,762 tCO_2e	33,100 tCO_2e	117,593 tCO_2e

Sustainable Development Goals (SDGs) supported

3 GOOD HEALTH AND WELL-BEING; 7 AFFORDABLE AND CLEAN ENERGY; 8 DECENT WORK AND ECONOMIC GROWTH; 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE; 11 SUSTAINABLE CITIES AND COMMUNITIES; 12 RESPONSIBLE CONSUMPTION AND PRODUCTION; 13 CLIMATE ACTION

Climate change is no longer a distant risk. It is already shaping how we operate, where we invest, and how we deliver services. Our focus is on understanding these risks clearly and acting early. Rather than viewing net zero as a distant ambition, we consider it a near-term operational priority that requires sustained, systematic action across all campuses and value chain touchpoints. 92.31% of our sites with operational control are ISO 14001 certified. The remaining locations-primarily smaller, leased, or satellite offices-are governed through a standardized internal EMS framework aligned with ISO 14001 principles, ensuring consistent application across all premises.

We have set a long-term goal to achieve net zero emissions by 2040 (baseline year: FY2018–19). We continue to focus on energy efficiency, responsible consumption, and the transition to cleaner energy sources as key levers for lowering our operational carbon footprint. Our strategy is built on a combination of technology-driven improvements, structured governance, and a clear emphasis on shared accountability across functions.

Anchoring our Climate Ambition in Science

This year, LTM formally committed to the Science Based Targets initiative (SBTi). In doing so, we have chosen the most rigorous and transparent path available: one where our goals are not aspirational slogans, but science-based commitments grounded in the latest climate research.

We are developing our emissions reduction targets and submitting them to SBTi for validation. Once validated, these targets will guide our decarbonization journey across our operations and value chain covering Scope 1, Scope 2, and Scope 3 emissions. We look forward to sharing the validated targets with our stakeholders upon SBTi approval, reflecting our belief that climate claims must be credible, verifiable, and earned.

GHG Emissions Profile (FY26)

LTM calculates its GHG emissions in alignment with the GHG Protocol, using a combination of activity-based and spend based methodologies supported by globally recognized emission factors. Our total FY26 emissions footprint stood at 152,455 tCO_2e.

Scope	Emissions (tCO_2e)	Share	Key Drivers
Scope 1	1,762	1%	Fuel, Fugitive emissions (HFC/PFC), Owned vehicles
Scope 2 (location-based)	33,100	22%	Purchased electricity
Scope 3	117,593	77%	Employee commuting, Purchased goods & services, Business travel
Total	**152,455**	**100%**	

Note: Our Scope 2 (market-based) emissions for FY26 - 9,413 tCO_2e

Emission Reduction Initiatives

Emission reduction initiatives implemented during the year contributed to measurable improvements, including avoidance of approximately 354 kg of CO_2 emissions through in-house installation of RO plant, significant reductions in particulate matter (83%) and carbon monoxide (87%) from DG operations, and the transition of 61.57% of employees to cleaner mobility options such as CNG and electric vehicles.

	Initiatives
Scope 1	• Installed emission control devices in DG sets (≥125 KVA capacity), resulting in **83% reduction in particulate matter and 87% reduction in carbon monoxide emissions,** while meeting regulatory standards without impacting genset performance.
Scope 2	• Deployed energy-efficient high-speed hand dryers, delivering 60,962 kWh energy savings and 42.29 tCO_2e reduction. • Installed daylight sensors, achieving **4,800 kWh savings and 3.41 tCO_2e reduction** • Completed LED lighting upgrades across sites, contributing **2,37,802 kWh savings** and **168.84 tCO_2e reduction.** • Implemented smart kitchen exhaust automation, saving **69,696 kWh** and reducing **49.48 tCO_2e.** • Optimized UPS and battery room cooling systems, saving **40,320 kWh** and reducing **28.63 tCO_2e.** • Improved HVAC scheduling and set-point optimization, contributing **~1,80,000 kWh** energy savings and **127.80 tCO_2e** reduction. • Upgraded AHUs with ECM blower motors, saving **1,88,000 kWh** and reducing **133.48 tCO_2e.** • Installed UPS alarm annunciator systems, delivering **18,000 kWh** energy savings and **12.78 tCO_2e reduction.** • Enabled lighting automation (weekend shutdowns), saving **54,000 kWh** and reducing **38.34 tCO_2e.** • Optimized UPS capacity and modular upgrades, improving efficiency with **73,000 kWh** savings and **51.83 tCO_2e reduction**. • Installed precision air conditioning (PAC) systems in data centers, saving **1,13,000 kWh** and reducing **80.23 tCO_2e.** • Deployed efficient standalone AC systems in 24×7 zones, contributing **5,09,184 kWh energy savings** and **361.52 tCO_2e reduction.** • Expanded EV charging infrastructure across locations, supporting the shift toward low-emission mobility.

Scope 3	• Enabled reduction in hazardous battery waste through sustainable power solutions, eliminating **~0.65 tonnes of hazardous waste.** • Transitioned to bamboo-based alternatives in facilities, reducing reliance on wood pulp and packaging materials. • Expanded paperless operations through digital checklists and inventory systems, saving **31,488 A4 sheets annually** and preserving **~3.94 trees.**

Climate Risk Assessment

Our Climate Risk Assessment (CRA) evaluates how climate-related risks could impact operations, financial performance, and long-term strategy. We assess risks across our entire global footprint, including delivery centers, offices, and operational sites. Risks are evaluated over three-time horizons: Short term: 0–5 years; Medium term: 5–20 years; Long term: 20–50 years. This aligns with how we plan investments, manage assets, and allocate resources.

To identify and assess risks, LTM applies a site-level, data-driven methodology. All locations are screened against a comprehensive set of physical hazards and transition risk drivers and evaluated using standardized likelihood and impact criteria. This analysis highlights that heat stress and water-related risks, particularly water scarcity and flooding are the most significant physical risks today, due to their high frequency and operational impact. Coastal hazards such as cyclones and flooding present additional exposure, while low-probability, high-impact risks such as seismic events are considered for resilience planning. On the transition side, risk exposure is primarily shaped by evolving regulatory requirements, shifts in technology and service delivery models, and increasing client and stakeholder expectations. These factors are expected to intensify as the transition to a low-carbon economy accelerates.

From a financial perspective, our assessment indicates that physical risks currently constitute the largest exposure, with an estimated annual impact of approximately INR 4,341 crore, driven by business disruptions such as downtime, reduced productivity, and IT service interruptions. In comparison, transition risks are estimated at around INR 590 crore, primarily reflecting investments in workforce reskilling, low-carbon technology adoption, and compliance with emerging regulations.

Our analysis further demonstrates that LTM's risk profile is highly sensitive to the pace and coordination of global climate action. Orderly transition pathways can significantly reduce overall exposure, while delayed or fragmented responses may lead to increased physical disruptions and higher transition costs. This reinforces the importance of early action to strengthen resilience, optimize investments, and support long-term value creation.

For more details, refer to LTM's Climate Risk Assessment report (FY2025) here: LTM CRA Report 2025

Renewable Energy & Resilience

Energy Performance

Total Energy Consumption	Total RE Consumption	Energy Intensity
2,90,074 GJ	**2,09,521 GJ**	**6.86 GJ/Crore**

Sustainable Development Goals (SDGs) supported

7 AFFORDABLE AND CLEAN ENERGY | 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE | 11 SUSTAINABLE CITIES AND COMMUNITIES | 12 RESPONSIBLE CONSUMPTION AND PRODUCTION | 13 CLIMATE ACTION

Energy transition is a core lever for reducing our operational footprint. In FY26, we focused on lowering consumption, improving system performance, and scaling renewable sourcing across locations. We have set a clear target of 85%+ renewable energy by 2030. To support progress toward this target, renewable sourcing mechanisms such as green tariffs, Energy Attribute Certificates, and physical Power Purchase Agreements (PPA) remain an integral part of LTM's procurement strategy. Solar infrastructure is installed across multiple campuses contribute to on-site generation, with surplus power exported to the grid at select locations.

Our energy performance is also shaped by a dual approach that combines technical enhancements with user level behavioral improvements. Facilities are designed and operated with efficiency in mind, supported by interventions that optimize lighting, ventilation, and cooling systems. Parallelly, awareness efforts encourage employees to reduce unnecessary consumption and promote responsible energy use within office spaces.

As of FY26, **72.23%** of LTM's energy needs (73.93% of electricity needs)) were met through renewable sources, supported by **1,100.82 kW** of installed solar capacity and the use of Renewable Energy Certificates (REC) to offset demand at specific campuses.

Energy Efficiency Initiatives

Energy efficiency initiatives implemented during the year targeted improvements across equipment, building systems, and operational controls. These measures collectively support LTM's transition by annual energy savings of 15,50,420 kWh and emission reduction by 1,099 tCO_2e annually.

Deployed **EV charging infrastructure** and upgraded to energy-efficient **LED lighting** across multiple sites.

Installed **daylight sensors** and implemented **smart automation** for lighting and kitchen exhaust systems.

Optimized **HVAC scheduling, UPS systems,** and **cooling efficiency** in battery and server rooms.

Upgraded air handling units and installed **precision air conditioning systems** for data centers.

Green Buildings

Our Green Building framework demonstrates our commitment to creating sustainable, energy-efficient, and people-centric workplaces that exceed expectations for employees, business, and the environment. In FY26, INR 1,840.33 Million have been invested in green buildings. We design and operate facilities to meet or pursue LEED (Leadership in Energy and Environmental Design) certification, applying eco-design principles, optimized space utilization, and transit-oriented access to enhance employee well-being while minimizing environmental impact. Energy performance is improved through high-efficiency HVAC systems, smart metering, BMS-enabled controls, and renewable energy integration, reducing carbon footprint and operating costs. Advanced water stewardship, material sourcing, waste management, and enhanced indoor environmental quality promote occupant health and productivity.

Water Positive Journey

Water Performance

Total Water Consumption	Total Water Withdrawal	Total Water Intensity
378,792 KL	389,188 KL	8.95 KL/Crore

Sustainable Development Goals (SDGs) supported

6 CLEAN WATER AND SANITATION | 12 RESPONSIBLE CONSUMPTION AND PRODUCTION | 14 LIFE BELOW WATER

Water stress is increasing across the regions we operate in. This makes efficient water use a business necessity, not just a sustainability goal. During FY26, we continued to strengthen systems, infrastructure, and practices that support careful stewardship of water across our campuses.

We follow a structured approach that focuses on reducing freshwater demand and maximizing reuse. All wastewater is treated through onsite sewage treatment plants. Treated water is reused for flushing, landscaping, and cooling. This significantly reduces dependence on municipal and external sources.

We also invest in long-term conservation infrastructure such as rainwater harvesting systems, groundwater recharge mechanisms, digital metering for real-time monitoring, and leak detection.

Regular inspections, timely repairs, and continuous monitoring help reduce losses and improve efficiency. These measures are particularly important in water-stressed locations, where small inefficiencies can have a disproportionate impact.

Water Stewardship Initiatives

Water management initiatives implemented during the year enabled significant savings, resulting in the conservation of approximately 23,555.60 KL of water annually through improved efficiency, reuse practices, and infrastructure upgrades.

Strengthened water management through **RO systems** and **subsoil water utilization.**

Increased use of **recycled water for non-potable applications** such as flushing.

Installed **water-efficient fixtures** including **aerators, sensor-based taps,** and **waterless urinals.**

Implemented **rainwater harvesting** and **smart cleaning practices** across facilities.

Waste Circularity & Stewardship

Waste Performance

Total Waste Generated	Total Waste Recycled	Total Waste Intensity
966 MT	**912 MT**	**0.012 MT/Crore**

Sustainable Development Goals (SDGs) supported

9 Industry, Innovation and Infrastructure; 11 Sustainable Cities and Communities; 12 Responsible Consumption and Production; 13 Climate Action

Our zero waste ambition shapes how we design operations, source materials, and manage waste streams. Our operations generate a variety of waste streams with each category requiring a tailored approach based on regulatory requirements, environmental impact, and recovery potential. Waste is segregated at source and processed through authorized partners to ensure compliance and recovery.

Certain waste streams require more targeted solutions. For example, we have expanded the use of PadCare for sanitary waste management, helping divert waste from landfills and enabling safe processing. This has helped divert 912 MT of waste annually, supporting our long term waste reduction plans.

Waste Reduction Initiatives

Waste reduction measures implemented during the year led to measurable outcomes, including the elimination of 0.65 tonnes of hazardous waste, reduced dependence on paper and packaging materials, and savings of approximately 31,488 A4 sheets annually, contributing to the preservation of around 3.94 trees.

Reduced battery waste through improved and sustainable power management solutions.

Transitioned to **bamboo-based alternatives** for restroom consumables.

Expanded **paperless operations** through **digital checklists** and **inventory systems.**

We work closely with authorized waste handlers and recyclers to ensure compliant waste management. Regular audits and monitoring help track recovery rates, identify hotspots, and drive targeted improvements. In FY26, we strengthened awareness initiatives, training, and signages to reinforce proper segregation practices. We also continued optimizing procurement by reducing single-use materials and increasing the use of recyclable alternatives. These efforts support a more resource-efficient operating model aligned with our Zero Waste to Landfill 2030 ambition.

Biodiversity and Nature-Positive Actions

Biodiversity Performance

Total Trees Planted	Total Beneficiaries Impacted
1,50,000 Nos	6,729 Nos

Sustainable Development Goals (SDGs) supported

Our environmental footprint is not limited to emissions and resources. It also depends on how we interact with the ecosystems around us. In FY26, we focused on understanding those interactions, where we depend on nature, where risks may emerge, and where we can contribute positively.

Our TNFD-aligned L.E.A.P. assessment confirms that our campuses operate away from ecologically sensitive areas, limiting direct biodiversity impact. This evaluation confirmed that all LTM campuses are located on approved industrial land and operate at a considerable distance from ecologically sensitive habitats, resulting in limited direct impact on biodiversity. However, the assessment highlighted that LTM does rely on broader ecosystem services particularly those related to water availability, climate regulation, and waste treatment that support the functioning of its campuses and surrounding communities. This process further identified opportunities to support nature positive outcomes, including habitat restoration efforts, community partnered conservation programs, and the use of technologies that reduce operational resource intensity.

Nature-related risks were categorized across physical and transitional dimensions, reflecting issues such as water stress, extreme weather events, evolving regulatory requirements, and shifts in stakeholder expectations. These insights have been integrated into the organization's broader risk management approach to ensure that Nature-related considerations are embedded into long-term planning and operational decision making.

People, Communities & Culture

Talent Strategy & Workforce Evolution

Hiring Data

Total Employees Hired	Total Freshers Hired	Turnover Rate
22,905 Nos	6,700 Nos	13.25 %

Sustainable Development Goals (SDGs) supported

1 NO POVERTY · 5 GENDER EQUALITY · 8 DECENT WORK AND ECONOMIC GROWTH · 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE · 10 REDUCED INEQUALITIES · 11 SUSTAINABLE CITIES AND COMMUNITIES

The demand for digital and AI skills is reshaping the workforce. We invest heavily in AI-led talent transformation in how we hire and develop skills at scale. We continue to focus on ensuring a balanced talent mix that integrates early career professionals and experienced talent across priority growth areas such as artificial intelligence, digital technologies, enterprise applications, and emerging platforms. Campus hiring remains a key pipeline. It allows us to develop talent early and strengthen long-term capability. At the same time, we continue to expand access to global talent pools, improving agility and supporting business growth across regions.

Our workforce evolution is supported through a strong emphasis on continuous learning and capability building. Our Talent Transformation Framework enables structured upskilling and reskilling, equipping employees with relevant skills to address evolving client needs and technology shifts. Geographic expansion and access to diverse talent markets further support workforce agility, local capability development, and inclusive growth.

We continue to strengthen our talent pipeline through collaboration across business units and sustained engagement with academic institutions. Through curriculum-aligned programs, internships, and mentoring by subject matter experts, we aim to bridge the industry-academia gap, embed job ready skills early, and support the effective transition of early career professionals into LTM.

Aligned with our mantra of 'Talent for AI and AI for Talent,' LTM strategically integrates AI across key stages of talent acquisition and workforce management to drive greater efficiency, precision, and future readiness. Our AI-powered virtual agents facilitate large-scale candidate sourcing and screening, accelerating recruitment timelines while ensuring fair and standardized assessments. Automated document processing has markedly reduced validation times and enhanced accuracy by minimizing manual intervention. Additionally, advanced predictive analytics, anchored by the Joiner Prediction Model, enable personalized candidate engagement and proactive risk mitigation, resulting in improved hiring outcomes. Beyond acquisition, AI-enabled tools support onboarding, personalized learning pathways, and career development journeys, strengthening retention and nurturing a digitally empowered, future-ready workforce. Together, these AI-driven capabilities optimize recruiter productivity, elevate candidates' experience, and enhance the overall effectiveness of our talent and workforce management ecosystem.

Employee Value Proposition Structure - Four strategic pillars

Talent-Growth Opportunities

LTM fosters talent development through localized hiring combined with global capability frameworks, transparent career pathways, continuous learning programs, and structured leadership development to build workforce scalability and drive innovation.

Rich Employee Experience

We enhance employee well-being, engagement, and retention by offering comprehensive programs addressing financial, physical, and emotional health, digitized HR processes, inclusive workplace practices, and recognition platforms that reinforce performance excellence.

A Compelling Brand

By integrating global technological expertise with localized execution, LTM empowers employees to lead disruptive, large-scale transformation initiatives embedded with AI-driven innovation, positioning talent as a critical driver of business continuity and growth.

People-Centric Culture

LTM aims to enhance organizational resilience, foster innovation through diverse and connected teams, improve talent engagement and retention, build leadership pipelines, and support sustainable growth with an agile, future-ready workforce.

Our demand management ecosystem has undergone significant modernization, leveraging AI-driven automated job description generation and a revamped demand-supply matching engine. These advancements reduce cycle times, improve accuracy, deliver precise internal talent recommendations, and empower associates via a self-service Talent Marketplace. We have expanded AI adoption across the entire talent lifecycle, from sourcing through joining, ensuring a consistent, efficient, and high-quality hiring experience. This shift transforms Talent Acquisition into a data-intentional, insight-driven function, strengthening predictability and operational efficiency.

Learning, Skills & Performance

Training Data

Average Learning Duration	% Employees Training on Wellness	% Employees Training on Skill Upgradation
104.11 Hours	14.99%	97.55%

Sustainable Development Goals (SDGs) supported

4 QUALITY EDUCATION | 8 DECENT WORK AND ECONOMIC GROWTH | 10 REDUCED INEQUALITIES

Skill relevance is critical in a technology-driven business. We focus on continuous learning to ensure our workforce remains future-ready. Our learning ecosystem provides structured pathways across different roles and experience levels. Employees have access to a wide range of programs that support technical skills, leadership development, and career growth. This integrated approach helps align business priorities with individual aspirations and supports the development of a high performing, adaptable workforce.

Our learning and capability development initiative is driven through Shoshin School, our learning ecosystem that provides structured, role-based career pathways. This rich digital learning platform enables access to a wide range of skill-based content across foundational, intermediate, and advanced levels. Learning is embedded into our everyday work through certifications, job rotations, workshops, mentoring, and annual learning commitments, reinforcing continuous development as a core part of the employee experience.

Our learning programs are designed to support employees across different life and career stages. Targeted initiatives focus on enabling career growth, inclusion, and well-being, including programs that support women at early and mid-career stages, expectant parents, and communities built through employee resource groups that foster networking, mentorship, and equity.

Leadership development and succession planning remain key priorities. Structured leadership programs, developed in collaboration with leading institutions, focus on building leadership capability, self-awareness, and business acumen among high-potential talent. Succession planning across key roles is supported through systematic talent identification, cross-functional exposure, and focused development interventions, helping ensure leadership continuity and long-term organizational resilience.

Diversity, Equity, and Inclusion Acceleration

DEI Data

% of Women in Leadership	% of Women in Workforce
9.53 %	30.87 %

Sustainable Development Goals (SDGs) supported

5 GENDER EQUALITY | 8 DECENT WORK AND ECONOMIC GROWTH | 10 REDUCED INEQUALITIES

Diverse teams make better decisions and build better solutions. That is why inclusion is built into how we hire, develop, and lead. Our DEI efforts focus on creating a workplace that recognizes individual uniqueness while ensuring fairness and belonging. Leadership commitment also remains central to DEI acceleration. We continue to embed inclusion considerations into governance, talent processes, and people practices, reinforcing accountability and long-term alignment.

Our DEI efforts are focused on five key areas

Ethnicity/ Nationality	We promote equal opportunities for all employees, ensuring gender equity across all levels of the organization.
Disability Inclusion	We foster an inclusive and accessible workplace that accommodates the needs of employees with disabilities, empowering them to thrive.
Gender Equity	We strive to provide equal opportunities for all genders through inclusive policies, development programs, and practices that support fair representation, career progression, and a respectful work environment.
LGBTQ+ Inclusion	We are committed to fostering a safe and inclusive workplace for LGBTQ+ employees, supported by non discrimination policies and awareness initiatives that promote dignity, respect, and belonging. Our policies also provide parental leave for same-sex partners, adoptive parents and incorporate a Prevention of Sexual Harassment (POSH) policy to ensure a safe and inclusive workplace for everyone.
Veterans Support	We recognize the valuable skills and experiences veterans bring to the workforce and continue to strengthen programs that support their integration, growth, and long term career development.

We emphasize building an inclusive and accessible environment through policies, practices, and culture that support participation and progression across diverse talent groups. This approach extends beyond the organization to customers, partners, vendors, and communities, reinforcing shared responsibility for inclusive growth.

Processes are designed to ensure new employees are supported from their first interaction with the organization, including accessibility accommodations and integration support where required. Continuous feedback mechanisms help us strengthen these experiences and deepen inclusion throughout the employee lifecycle.

DEI Initiatives

Accessibility and Disability Inclusion

We prioritized digital and workplace accessibility, reinforced during Global Accessibility Awareness Day. HR and Talent Acquisition-led training and workshops to promote inclusive recruitment, reduce unconscious bias, and improve accessibility at critical talent decision points.

LGBTQ+ Inclusion and Allyship

During International Pride Month, we enhanced understanding through leadership messages, expert-led conversations, and ongoing employee engagement via quizzes and policy briefs, creating a psychologically safe environment for LGBTQ+ employees and allies.

Gender Inclusion and Men's Engagement

On International Men's and Women's Days, we initiated leadership conversations, open dialogues on mental health, and recognition campaigns that promote vulnerability, empathy, and inclusive leadership, while reinforcing allyship, equity, and shared responsibility.

People-Centric Culture

LTM fosters an inclusive, adaptable work culture through employee-friendly policies, leadership forums, and structured communication, reinforced by integration initiatives like values workshops and storytelling, which build a unified organizational identity while respecting regional diversity.

Disability Inclusion and Community Engagement

We leveraged the International Day of Persons with Disabilities to drive engagement through leadership panels, community dialogues, and Employee Resource Group activities, with the Purple Light campaign symbolizing our deep commitment to accessibility and inclusion.

Leadership Advocacy and Accountability

Regular DEI updates and forums with senior leaders created spaces for open dialogue, learning, and accountability. Early engagement with new executives ensured alignment with DEI goals, empowering leaders to consistently model inclusive behaviors.

Health, Safety & Well Being

EHS & Well-being Data

Work-Related Injuries	Increase in Average Peak Footfall in Office	Reduction in Consistent Defaulters compared to FY25
0 Nos	31%	76%

Sustainable Development Goals (SDGs) supported

3 GOOD HEALTH AND WELL-BEING | 5 GENDER EQUALITY | 8 DECENT WORK AND ECONOMIC GROWTH | 10 REDUCED INEQUALITIES | 16 PEACE, JUSTICE AND STRONG INSTITUTIONS

Health and Safety

We are committed to providing safe, supportive, and healthy work environments that enable employees to perform effectively while safeguarding their physical, mental, and emotional well being. We adopt a preventive approach to workplace safety through well-designed infrastructure, preparedness measures, and continuous awareness. 92.31 % of our sites with operational control are ISO 45001 certified. The remaining locations primarily smaller, leased, or satellite offices are governed through a standardized internal EHS management framework aligned with ISO 45001 principles, ensuring consistent application of OHS and safety controls across all premises.

Our facilities are equipped with essential safety systems, including fire detection and suppression mechanisms, alarms, and monitoring controls. Regular safety inspections, reviews, and mock drills for fire, medical, and other emergency situations help ensure preparedness and reinforce a culture of safety across locations. Awareness sessions and learning interventions further strengthen employees' understanding of workplace health and safety practices.

Managing workplace risks remains a key focus, particularly in relation to ergonomic health, prolonged screen use, commuting, and emotional well-being in a technology-enabled work environment. Structured risk assessment processes, along with incident and near miss reporting mechanisms, support early identification of unsafe conditions and ensure continuous improvement. Investigations and corrective actions help prevent recurrence, while accessible reporting channels enable broad employee participation in safety practices.

Health and Safety initiatives

Leveraged digital health platforms for **real-time tracking, 24/7 care access, personalized plans, and wellness programs** like Men's Health and Spectrum of Pride to boost psychological safety and belonging.

Developed a future-ready wellbeing roadmap **using AI for personalized micro-interventions, CBI support, mood tracking, proactive screenings, gamified challenges, and social engagement** to build workforce resilience.

Upgraded **AHU filtration with high-efficiency filters** to remove airborne contaminants and used **fire-retardant materials** to prevent vertical fire and smoke spread, enhancing occupant safety and emergency response.

Automated fire suppression in critical data centers and **replaced old fire-rated doors** with certified ones to improve fire containment, prevent unauthorized access, and lower maintenance.

Installed **emergency alert systems** in gyms for quicker warnings and **placed ERT kits with PPE** strategically for rapid, safe workplace emergency response.

Launched **Safety Equipment Studios for practical PPE and emergency training** and introduced **desk bike workstations** to promote physical activity and employee wellness.

Employee Well-Being

Employee well-being is supported through a holistic approach that addresses physical, mental, emotional, and social dimensions. On-campus health facilities in India provide access to medical care, supplemented by telemedicine services for employees and their families. Well-being initiatives include health checkups, wellness camps, ergonomic assessments, fitness challenges, and mental health awareness programs. Additional measures such as monitoring of indoor air quality and drinking water, ergonomically designed workstations, and round-the-clock emergency support services contribute to a healthy work environment.

Employee engagement is nurtured through structured platforms that encourage connection, collaboration, learning, and growth. Organization-wide engagement initiatives bring employees together through leadership interactions, functional forums, cultural and family-oriented events, recognition programs, and location-level townhalls. Internal talent platforms enable employees to explore opportunities beyond their core roles, contribute to projects, build skills, and pursue new interests, supporting both engagement and career development.

Employee engagement initiatives

Rhythm Engagement Framework

LTM's comprehensive engagement framework - Rhythm, embeds sustained employee participation and connectedness into everyday workplace experiences, rather than treating engagement as a periodic activity. Built on four foundational pillars:

Connect

Building trust and belonging through leader connects, town halls, and shared cultural experiences.

Collaborate

Driving cross-team collaboration and shared success through engagement and collaborative platforms.

Learn

Continuous capability building through storytelling, AI conclaves, and knowledge exchanges.

Grow

Focusing on professional and personal development through recognition and well-being interventions.

Rhythm delivers diverse, purpose-led initiatives such as Palettes for creative self-expression, Stepathon-linking personal well-being with social impact, and Symphony-supporting global NGO collaborations. These programs are reinforced by digital platforms like the LTM Models Podcast, VIBE magazine, and AI-enabled tools such as RAIma that enhance real-time communication and accessibility, fueling a culture of belonging and empowerment.

Established Total Well-being as a Strategic Priority:

Anchored on four key pillars: Physical, Emotional, Financial, and Social Well-being, we deliver scalable, personalized wellness via hybrid models combining virtual and in-person sessions. Digital health platforms provide real-time tracking, 24/7 healthcare access, gamified initiatives, and tailored care plans, ensuring broad accessibility and continuous support.

Men's Health: Breaking the Stigma, Spectrum of Pride, and disability-focused workshops foster psychological safety, inclusion, and belonging.

Our innovative program, Inner Healing Series, with an integrative psychological and spiritual approach, integrates meditation, mindfulness, neuro-linguistic programming, emotional freedom techniques, and other practices to deepen self-awareness, build resilience, and nurture emotional balance. It helps participants recognize and release limiting thoughts and stress triggers while reprogramming mental patterns for clarity, resilience, and growth. Leveraging proven techniques and relationship healing, it helps employees achieve inner harmony, improved focus, and readiness to perform at their highest potential.

Community & Social Impact

CSR Data

CSR Spend	Beneficiaries Impacted	OECD's REESCI Rating
INR 960 Million	**11,99,584**	**8.3/10**

Sustainable Development Goals (SDGs) supported

Our CSR initiatives reflect a long-term commitment to meaningful social contribution and inclusive development. Our Integrated Village Development Program and targeted projects promote sustainable, holistic growth by focusing on education, environment, and healthcare by empowering underserved communities. We also help bridge the digital divide across India's rural and aspirational communities through technology-led learning, creating scalable, lasting impact that strengthens self-reliance and resilience.

We approach CSR as a responsibility to create value beyond business by addressing social and environmental priorities through thoughtful, well-governed interventions. Our initiatives focus on enabling opportunities and resilience across communities, emphasizing education, environmental sustainability, health, and livelihoods. Programs are designed with a strong understanding of local needs and delivered through partnerships that bring domain expertise, reach, and credibility. Wherever possible, we leverage technology and innovation to enhance scale, efficiency, and long-term outcomes.

CSR Core Pillars

Creating Shared Values

Integrated Village Development Program (IVDP)

- Continue to build the strong community presence to reach the ESG vision of 4M beneficiary impact.

Tech4 Future

- Strengthening the digital education portfolio through strategic partnerships with non-profit and Government bodies.
- 82 Digital Inclusion Centres being set up, impacting 25,000+ children across the country.
- Focus on proximity to LTM offices to enhance leadership and employee engagement.

Linear

- Programs in education, empowerment, environment, health, and nutrition.
- National-level quiz competition for mentally challenged students - reaching out to 3,000 students.
- Focus on proximity to LTM offices to enhance leadership and employee engagement.

CSR Initiatives

Employee participation strengthens the depth of our CSR initiatives. Employee volunteering hours for FY26 account to 2,665 hours. Through volunteering and skill-based engagement, employees contribute to community programs while reinforcing a culture of social responsibility. Together, these efforts reflect our commitment to driving responsible impact and supporting communities in a sustainable and equitable manner.

Digitization/STEM

LTM empowers **over 514,000 students across 14 aspirational districts** through **STEM and robotics education**, delivered via hands-on learning, digital infrastructure, and virtual classrooms. These efforts improve students' abilities, attendance, and critical thinking, bridging the digital divide in underprivileged communities.

IT/TES Skills

In partnership with FUEL, the program **supports 35 economically disadvantaged youths** in Maharashtra through structured training, mentorship, and career counseling. It enhances employability by aligning education with industry needs and provides vital opportunities for first-generation learners.

Livelihood Skills & Ultra Poverty Eradication

Working with Larsen & Toubro Trust and Head Held High Foundation, LTM has enabled **vocational training for over 21,000 marginalized individuals** in Odisha, Assam, and West Bengal. About **80% have become self-employed,** earning sustainable incomes while benefiting from certification and placement support.

Infrastructure

Sustainable housing with shared amenities and healthcare facilities like a **10-bed dialysis center** have been developed for underserved tribal populations across Odisha, Karnataka, and West Bengal. School infrastructure upgrades further strengthen education access and community wellbeing.

Disability Interventions & Curative Health

Targeted healthcare and education efforts have **benefited 719 persons with disabilities nationwide,** helping them lead healthier, more independent lives through accessible learning and medical support.

Cancer-Access to support

The initiative provides **112 cancer-affected individuals and their caregivers with comprehensive care** including treatment, nutrition, accommodation, counseling, and psychosocial support, easing challenges throughout their recovery journey.

Animal Care

A dedicated sanctuary in Maharashtra offers **medical treatment, shelter, and rehabilitation for the old and disabled animals,** with facilities supporting **150 dogs,** ensuring their safety and well-being.

Mangroves

Covering 50 acres in Odisha, this **environmental restoration project planted 150,000+ saplings,** protecting coastal ecosystems against erosion and storms while supporting carbon sequestration and community resilience.

Tree-tings

Promoting sustainable agroforestry, this program has **maintained nearly 3.9 million saplings over 1,341 acres** across multiple states, improving soil health, biodiversity, and rural livelihoods through continuous care and community engagement.

Miyawaki

Implemented in Karnataka, Telangana, and Maharashtra, this afforestation initiative **enhances biodiversity and air quality** by creating **rapid growth forests** primarily benefiting defense, police, railways, and school communities.

Community Solar

Solar energy installations across **seven states have reached over 46,000 beneficiaries** by powering lighting, schools, community centers, and agricultural operations.

The project also installed **water purification systems, improving safety, education, livelihoods, and access to clean water** with full implementation in FY26.

Trust, Ethics & Resilience

Ethical Governance and Compliance

Governance Data

Independent Directors in Board	Discrimination Cases	Suppliers completing ESG Assessment
67%	0	84%

Sustainable Development Goals (SDGs) supported

8 Decent Work and Economic Growth; 9 Industry, Innovation and Infrastructure; 10 Reduced Inequalities; 16 Peace, Justice and Strong Institutions; 17 Partnerships for the Goals

Governance at LTM is led by the Board of Directors, which provides strategic direction and oversight. A structured committee system supports the Board in managing key areas such as audit, risk, remuneration, and stakeholder engagement. The Board is led by the Non-Executive Chairman, who serves as a Non-Executive Director, and operates within a one-tier board structure. As of March 31, 2026, the Board of Directors of LTM consisted of nine members, including a Non-Executive Chairman, a Chief Executive Officer and Managing Director (CEO & MD), one Non-Executive Director, and six Independent Directors (67%). The Board reflects diversity in experience, expertise, and age, enabling effective oversight and balanced decision-making.

Board Committees

- Audit Committee
- Nomination and Remuneration Committee
- Stakeholder Relationship Committee
- Risk Management Committee
- Corporate Social Responsibility Committee
- Strategic Investment Committee

The Board performs its governance responsibilities through specialized committees - Audit Committee, Nomination and Remuneration Committee, Stakeholders' Relationship Committee, Risk Management Committee, Corporate Social Responsibility Committee, and Strategic Investment Committee. All committees are specifically tasked to oversee specific aspects of governance, risk management, performance, and stakeholder interests. These committees' function under clearly defined terms of reference and regularly report to the Board, enabling informed oversight, accountability, and effective decision making.

ESG and CSR policies are overseen by the Board and senior management through Board level committees chaired by Independent Directors. These committees regularly review governance matters, leadership and remuneration, and ESG and CSR performance, integrating internal inputs and stakeholder feedback. The CEO and Managing Director provides executive oversight of ESG, climate, and CSR initiatives, supported by active participation in key committees. At the executive level, the Global Head—ESG leads implementation and reporting, ensuring alignment with the Board approved ESG Vision and CSR Charter. Together, this governance framework enables effective integration of ESG considerations into the business strategy.

A formal conflict-of-interest policy applies to the Board of Directors, Key Managerial Personnel, and Senior Management. Governance oversight is supported through various Board-level committees, each comprising an appropriate mix of Executive, Non-executive, and Independent Directors with expertise in governance, sustainability, CSR, and ESG matters.

At LTM, ethical conduct and compliance underpin sustainable business performance. We are committed to integrity, transparency, accountability, and compliance across all operations, enabling trust and long term value creation for stakeholders. Our governance principles reflect this commitment:

Act in both the spirit and letter of the law, ensuring compliance is guided not only by legal mandates but also by sound judgment, ethical intent, and responsible conduct.

Prioritize doing what is right, placing integrity, fairness, and long-term value creation above short-term expediency.

Maintain complete transparency through accurate, timely, and comprehensive disclosures, empowering informed decision-making by stakeholders.

Foster openness and clarity in communications to build trust, accountability, and constructive engagement across all stakeholder groups.

The Code of Conduct sets clear expectations for ethical behavior and applies to all employees and associated third parties. It covers key areas including human rights, prevention of sexual harassment (POSH), whistleblowing, and grievance redressal. Compliance is reinforced through mandatory learning programs on ethics, data privacy, information security, and business continuity, with full participation across the organization.

Additionally, LTM has a comprehensive policy architecture that guides ethical conduct, human rights, data privacy, information security, and responsible business practices. These policies apply across employees, contractors, and third parties, reinforcing compliance and accountability. Regular awareness and training initiatives ensure consistent understanding and adherence across the organization. Link for policies: https://www.ltm.com/investors/corporate-governance

LTM promotes a safe, inclusive, and respectful workplace through its Diversity, Equity, and Inclusion Policy and dedicated oversight mechanisms such as the POSH and whistleblowing committees. Human rights commitments are embedded through policies, awareness initiatives, and supplier due diligence, including contractual clauses addressing anti slavery and ethical labor practices.

LTM respects freedom of association and aligns with applicable International Labor Organization (ILO) Conventions, the UN Global Compact, and other globally recognized principles. While employees may associate in line with local regulations, no trade unions or collective bargaining agreements exist in India.

LTM follows a transparent and compliant tax strategy governed by the Board, ensuring timely payment of all statutory dues and clear tax disclosures. Robust reporting channels, including whistleblowing mechanisms, enable confidential reporting and protection from retaliation.

During FY26, there were zero reported incidents related to discrimination, child labor, forced labor, or human rights violations. 14 sexual harassment complaints and 157 employee grievances were reported, with 3 POSH complaints and 2 employee grievances pending resolution at year end. All 3 shareholder complaints received during FY26 were resolved.

Responsible AI, Data Protection & Cybersecurity

Sustainable Development Goals (SDGs) supported

8 DECENT WORK AND ECONOMIC GROWTH | 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE | 17 PARTNERSHIPS FOR THE GOALS

LTM maintains robust security controls to safeguard information assets and protect stakeholder data, while continuously monitoring evolving cyber threats and regulatory requirements. Engagement with clients, suppliers, regulators, and industry forums enables alignment with best practices and emerging developments in cybersecurity and privacy.

LTM embeds cybersecurity into large-scale, AI-led transformation programs, integrating protection across applications, infrastructure, and cloud environments to strengthen the enterprise security posture.

We strengthen AI-driven security operations using automation and intelligent agents to improve the detection, response, and resilience against threats. This allows us to move beyond augmented to autonomous security through AI-assisted investigations, automated playbooks, and governed autonomous responses. With platform-led delivery and strategic hyperscale partnerships, LTM simplifies complex security operations and enhances enterprise-wide risk management.

Regular scenario-based vulnerability assessments are conducted through external agencies to identify, classify, and prioritize risks across systems, applications, and network infrastructure. These assessments support proactive remediation and strengthen LTM's security posture.

In addition, LTM continues to drive responsible data management through initiatives focused on data minimization, data retention and data sharing. By limiting data collection to business-critical information and implementing clear data retention guidelines, LTM reduces its digital footprint, enhances privacy protection, and ensures compliance with applicable legal and regulatory requirements.

Risk Management & Business Continuity

Sustainable Development Goals (SDGs) supported

Our Enterprise Risk Management (ERM) framework, aligned with ISO 31000 standards, integrates risk assessment into decision-making enabling effective and proactive identification, evaluation, and mitigation of risks that are impacting strategic and operational goals making it key to protecting value and creating an enterprise that is resilient and future-ready.

Risk Governance Structure

Our risk governance structure ensures robust oversight through clear accountability, continuous monitoring, and alignment with our strategic priorities. This multi-tiered framework enables effective management of risks across all organizational levels, from operational units to the Board of Directors.

- **Frequency**: Quarterly
- **Risk Management Committee (RMC)**: A Board-level committee meeting quarterly to oversee the organization's risk landscape, focusing on external threats and emerging risks aligned with long-term goals.
- **Audit Committee Meeting (ACM)**: Board committee providing oversight on risk management practices and internal controls to ensure regulatory compliance and transparency.

- **Frequency:** Quarterly
- **Risk Operating Committee (ROC):** Senior leadership and CXOs meet quarterly to review key enterprise risks and emerging challenges such as AI, data privacy, cybersecurity, and geopolitical risks.

- **Frequency:** Monthly
- **Business Unit ERM Cadence Meetings:** Operational-level meetings led by Risk Champions and BU Heads to manage unit-specific risks and ensure timely mitigation aligned with enterprise priorities.

Enterprise risks are grouped into seven principal categories: **Strategic, Financial, Operational, Information Technology, Compliance, Reputation & Environment.** This structured risk model allows us for a holistic risks assessment, ensure a full risk coverage, alignment of risk mitigation to business priorities, and strengthen organization-wide approach to enterprise resilience.

Risk oversight spans all levels, from projects to enterprise, ensuring early detection and proactive management. Supported by strong governance, our ERM framework empowers the leadership to strengthen resilience and guide sustainable growth in a complex global landscape.

By fostering a risk-aware culture and leveraging technology-driven insights, we enhance accountability, improve efficiency, and anticipate emerging risks. Our integrated approach enables swift adaptation to changing environments, supports responsible innovation, and drives sustainable stakeholder value.

Business Continuity Plan

Our Business Continuity and Disaster Management framework, aligned with ISO 22301:2019, systematically addresses environmental and external risks such as natural disasters and climate disruptions. Our Business Continuity & Resilience Policy defines recovery strategies, roles, and regular testing to minimize operational impact. Recovery measures include remote work, alternate delivery sites, and optimized resource use.

All plans are governed, reviewed, and tested via iBCM, LTM's in-house continuity management platform. We ensure timely and consistent customer communication during service disruptions through approved Business Continuity Plans featuring clear communication protocols and escalation timelines.

Designated coordinators manage customer notifications via approved channels, supported by regular crisis communication drills to confirm readiness. Our crisis management team monitors risks to enable prompt advisories and maintain essential services through remote work and alternate arrangements. These efforts uphold transparency, responsiveness, and responsible customer engagement during disruptions.

Supplier Sustainability

Sustainable Development Goals (SDGs) supported

LTM's approach to sustainable supply chain extends beyond compliance, embedding ESG principles into procurement decisions while balancing quality, cost, and performance. As of March 31, FY26, LTM engaged with a broad and diverse global supplier base, with **8,112** active suppliers supporting its operations and service delivery.

The procurement ecosystem spans IT hardware and software, facilities management, professional services, talent acquisition, employee well being, and corporate services. Ethical sourcing is reinforced through LTM's Supplier Code of Conduct (SCoC), which sets expectations related to labor standards, environmental compliance, health and safety, and business integrity. All new suppliers are required to formally acknowledge adherence to the SCoC as part of the onboarding process. In FY26, acknowledgments were received from **96%** of vendors.

To reduce environmental impact and

strengthen local economies, LTM continues to promote sustainable and local sourcing practices. Suppliers are periodically assessed through structured ESG evaluations to gauge alignment with LTM's sustainability priorities and encourage continuous improvement across the value chain.

Supplier diversity remains an important focus area, with procurement practices designed to create opportunities for women, small business, and minority owned enterprises, including certified MSMEs. In parallel, technology enabled due diligence processes support ethical screening and risk identification across the supplier base, helping mitigate risks related to compliance, integrity, and reputational exposure.

LTM also engages suppliers through regular interactions and targeted training programs to communicate policy expectations, sustainability commitments, and ethical standards. In FY26, an impressive **84%** of vendors completed this assessment, demonstrating our collective commitment to fostering sustainable practices across our value chain. These engagements support collaboration and performance improvement and ensure alignment with LTM's responsible sourcing objectives.

Innovation and Growth

Green IT & Cloud Sustainability

The impact of technological advances on the environment is increasingly obvious in business operations. Beyond efficiency measures, data platforms, cloud computing, and AI systems are increasingly being used to help organizations gain a deeper insight into the energy usage, resource consumption and emissions impacts of infrastructure, applications and data decisions. Digital systems are also helping organizations track and manage sustainability outcomes across value chains, while evolving regulations are increasing the need for strong data governance and consistent reporting.

Despite this progress, many organizations still find it difficult to translate sustainability goals into practical actions, often lacking clear visibility into IT emissions and effective infrastructure management. At LTM, we address these challenges by embracing cloud computing and server virtualization to reduce our environmental footprint. By cutting down physical servers, we lower energy consumption, heat output, and data center space requirements. We also implement practical measures like using OneDrive for backups, moving from desktops to laptops, setting printers to double-sided printing by default, and issuing paperless gate passes. These simple steps help reduce waste and energy use. Even spam filters contribute by limiting unnecessary data processing.

Our team continuously monitors energy consumption across the company, seeking opportunities to improve efficiency. At LTM, sustainability in technology is an ongoing effort focused on practical actions and measurable outcomes.

Client Sustainability

LTM places strong emphasis on delivery excellence and client satisfaction to help clients succeed in a rapidly evolving business environment. A structured client feedback portal supports consistent engagement and enables timely identification of improvement opportunities across all business verticals.

LTM has established a structured Escalation Risk Review (ERR) framework to ensure timely attention at the right level and to ensure quick mitigation and corrective action. High-risk projects are given immediate attention, ensuring initiative taking intervention by senior management. These projects are reviewed through regular forums led by the Delivery Excellence leadership, where mitigation plans are developed and monitored with active involvement from senior management.

Our transparent communication approach is structured across three levels:

L1 Communication:
Recognizing client feedback and validating planned actions to address it.

L2 Communication:
Updating clients on the progress of improvement actions during the implementation phase.

L3 Communication:
Concluding the actions taken and highlighting the value delivered to the client.

Led by the Chief Delivery Officers (CDOs) and occasionally involving the Chief Operating Officer (COO) as needed. This review occurs on a fortnightly or monthly basis.

Undertaken by Delivery Heads and Service Line Heads on a weekly or fortnightly basis.

Managed by Delivery Partners, with the frequency determined by Delivery Partners or Client Partners.

Client satisfaction is assessed annually through an independent Client Satisfaction Survey (CSAT) covering parameters such as service quality, execution effectiveness, communication, and overall value delivered.

In FY26, LTM recorded a CSAT score of 5.89 out of 7. Survey insights are analyzed and shared with clients, with corrective actions implemented to further enhance customer experience and delivery outcomes.

Measuring What Matters

ESG Policies & Codes Index

- Anti-Fraud Policy
- Code of Conduct Policy
- Diversity, Equity, and Inclusion Policy
- Anti-trust and Competition Policy
- Corporate Social Responsibility Policy
- Grievance Redressal Policy
- Integrity Policy
- Human Rights Policy
- Anti-money Laundering Policy
- Environmental, Health and Safety Policy
- Equal Opportunity Policy
- Non-Discrimination Policy
- Nomination and Remuneration Policy
- Anti-Bribery and Anti-Corruption Policy
- Supplier Code of Conduct
- Policy on Preservation of Documents
- Whistleblower Policy
- Policy on Prevention of Sexual Harassment
- Policy on Related Party Transactions
- Code of Fair Practices & Disclosure
- Archival Policy
- Code of Conduct for Board & Senior Management
- Memorandum of Association & Articles of Association
- Environmental, Social, and Governance (ESG) Policy.

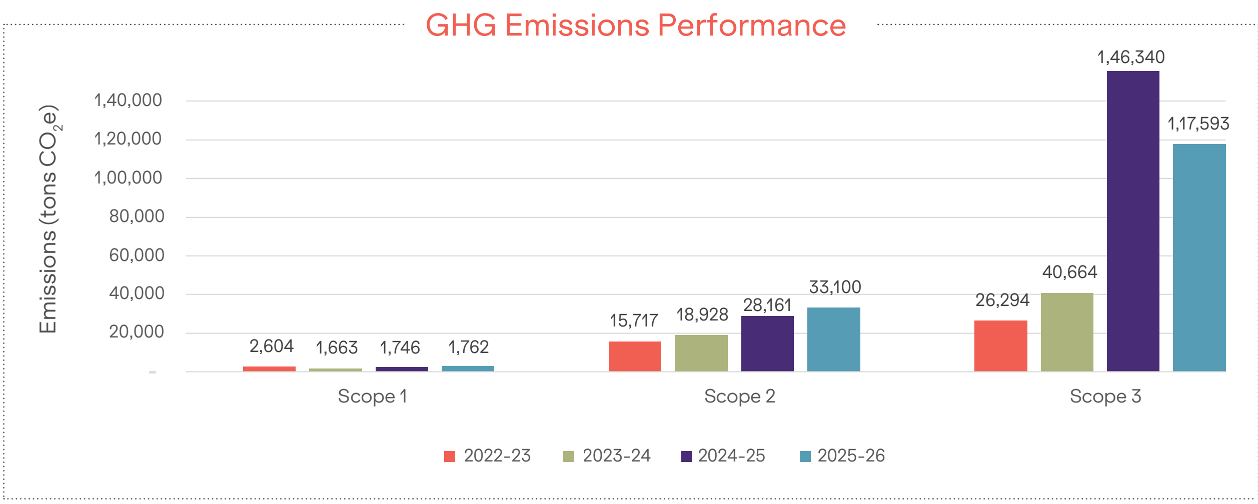
Environmental Impacts Scorecard

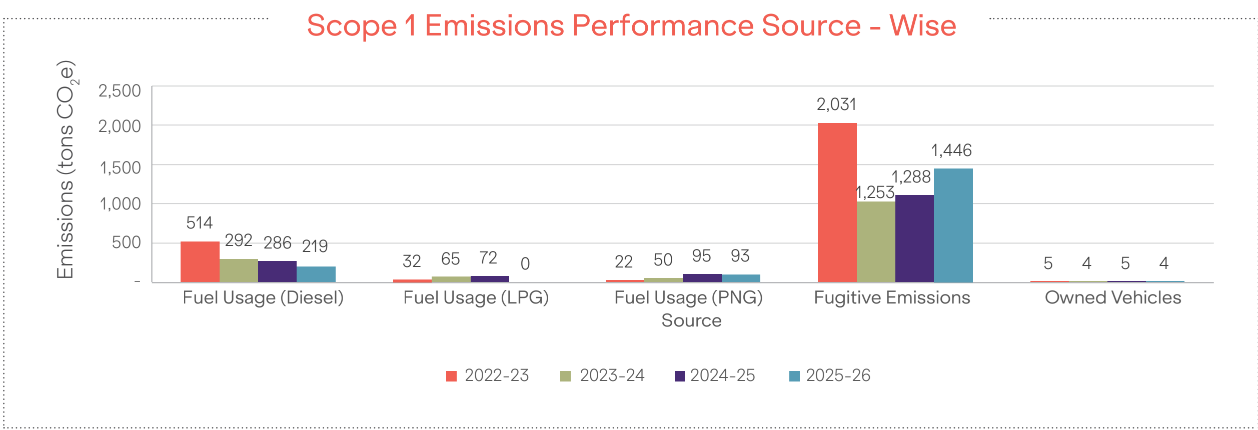
LTM remains firmly committed to achieving its Net Zero targets by 2040, in line with its broader ESG vision. To advance our environmental sustainability journey, LTM has committed to Science Based Targets initiative (SBTi) taking steps to limit global warming to 1.5°C.

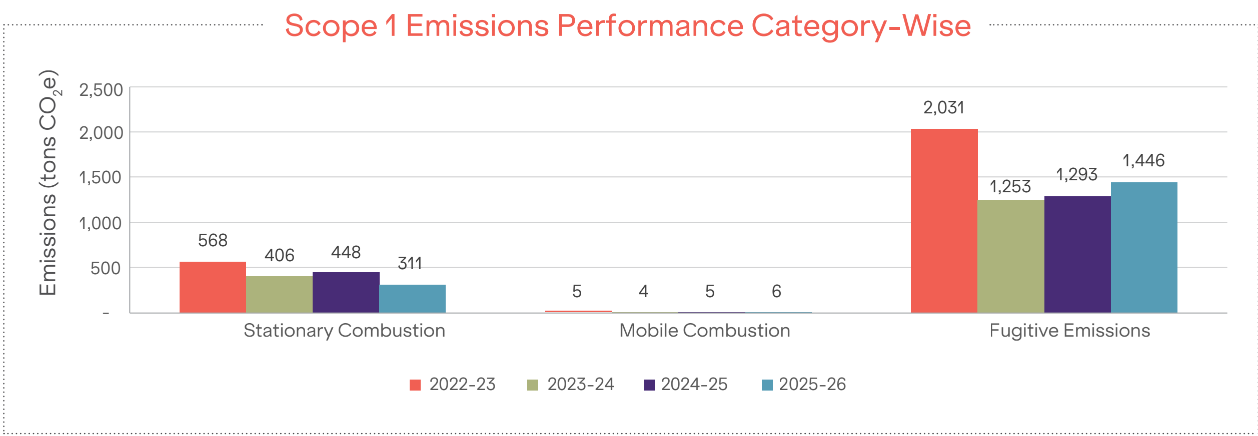
Few environmental metrics presented under Environmental pillar may not be directly comparable with previously disclosed FY2024–25 and FY2025–26 figures. LTM expanded the scope and boundary of this sustainability report to include additional controlled operations and strengthened underlying data and calculation methodologies in line with newly evolved Science Based Targets initiative (SBTi) requirements. While these enhancements may result in higher reported emissions, these reflect a more comprehensive assessment of the Company's Greenhouse Gas (GHG) footprint rather than a change in environmental performance. The revised inventory strengthens the credibility of our environmental reporting and provides a more reliable basis for setting targets as per SBTi and progress tracking.

LTM has proactively implemented a range of initiatives as part of our ongoing efforts to support progress towards science-based targets and minimise environmental impacts. Together, these efforts reflect LTM's continued focus on advancing sustainable operations, supported by robust systems and monitoring mechanisms to track its carbon footprint and maintain steady progress toward its goals.

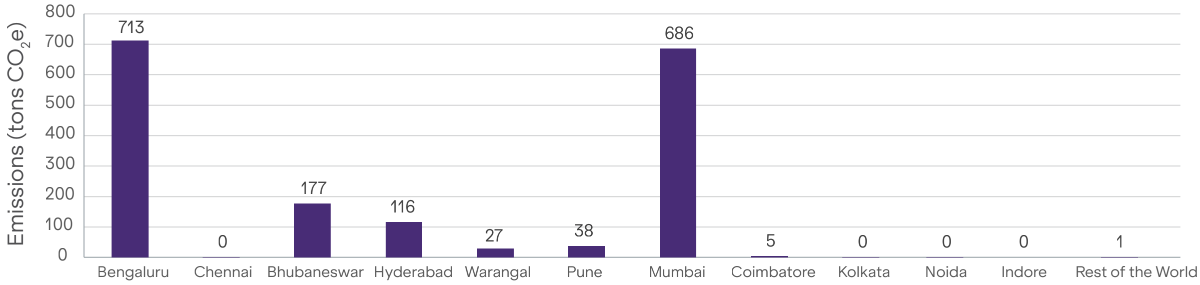
Environment Parameter	2018-19 Baseline (FY)	2022-23 (FY)	2023-24 (FY)	2024-25 (FY)	2025-26 (FY)	FY26 vs FY25 Change	FY26 vs FY19 Change
GHG Emissions Per-Capita (tons CO_2e/annum/employee)	2.033	1.489	0.788	2.086	1.846	-11.49%	-9.20%
Energy Per-Capita (GJ/annum/employee)	6.364	4.935	2.555	2.907	3.513	20.83%	-44.80%
Renewable Electricity (%)	38.53%	52.07%	54.69%	57.44%	73.93%	16.49%	35.39%
Renewable Energy (%)	38.53%	51.32%	53.66%	55.92%	72.23%	16.31%	33.70%
Water Per-Capita (KL/annum/employee)	10.175	7.228	4.292	4.283	4.587	7.12%	-54.91%
Waste Recycling (%)	71.90%	64.20%	92.14%	97.21%	94.39%	-2.82%	22.48%
(#) FTE for Carbon FootPrint Intensity	38,458	29,960	77,755	84,490	82,572	-2.27%	114.71%


GHG Emissions Performance
Emissions (tons CO_2e)
1,40,000
1,20,000
1,00,000
80,000
60,000
40,000
20,000
-
2,604
1,663
1,746
1,762
15,717
18,928
28,161
33,100
26,294
40,664
1,46,340
1,17,593
Scope 1
Scope 2
Scope 3
2022-23
2023-24
2024-25
2025-26

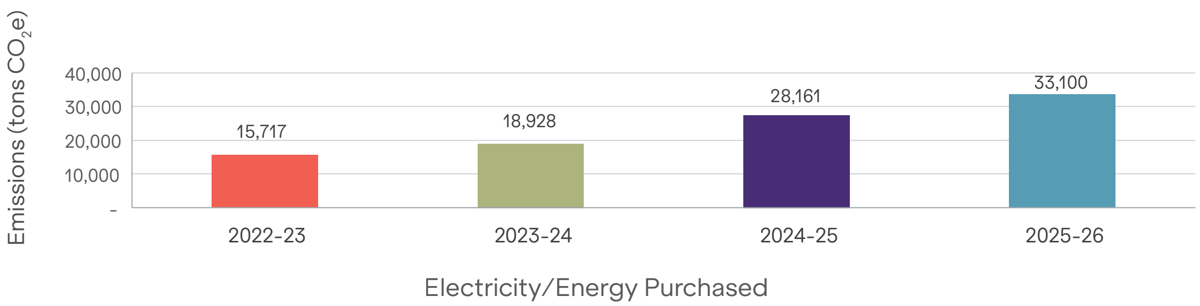

Scope 1 Emissions Performance Source - Wise
Emissions (tons CO_2e)
2,500
2,000
1,500
1,000
500
-
514
292
286
219
32
65
72
0
22
50
95
93
2,031
1,253
1,288
1,446
5
4
5
4
Fuel Usage (Diesel)
Fuel Usage (LPG)
Fuel Usage (PNG) Source
Fugitive Emissions
Owned Vehicles
2022-23
2023-24
2024-25
2025-26


Scope 1 Emissions Performance Category-Wise
Emissions (tons CO_2e)
2,500
2,000
1,500
1,000
500
-
568
406
448
311
5
4
5
6
2,031
1,253
1,293
1,446
Stationary Combustion
Mobile Combustion
Fugitive Emissions
2022-23
2023-24
2024-25
2025-26

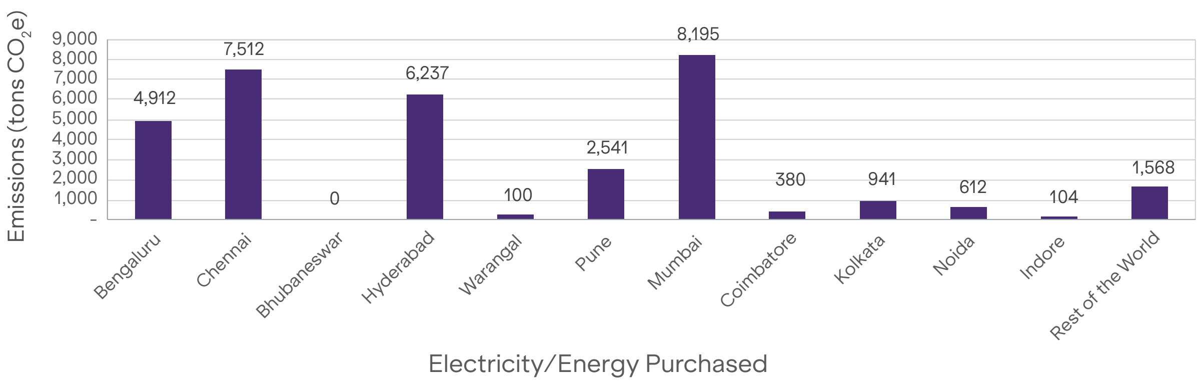
Scope 1 Emissions Location-Wise



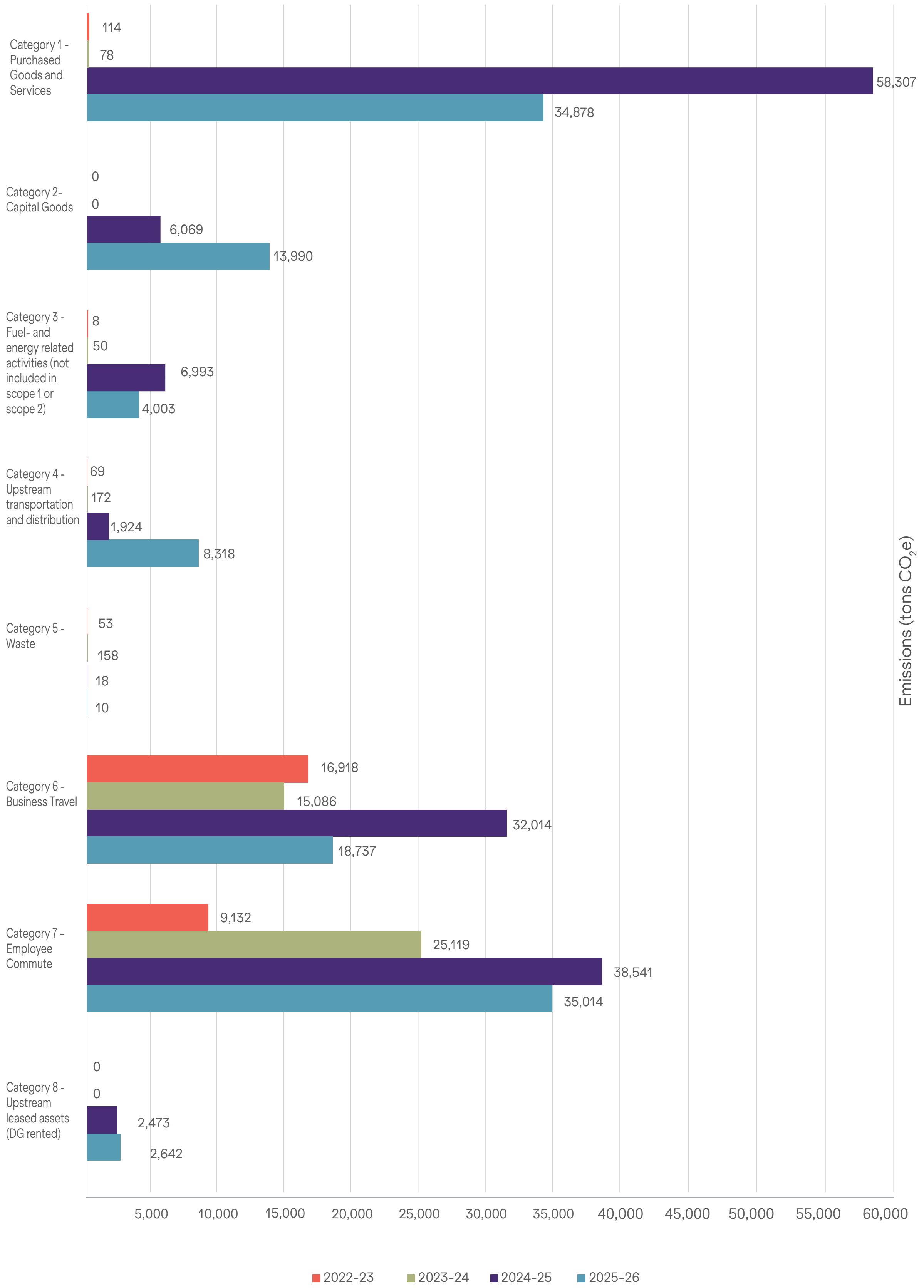
Scope 2 Emissions Performance



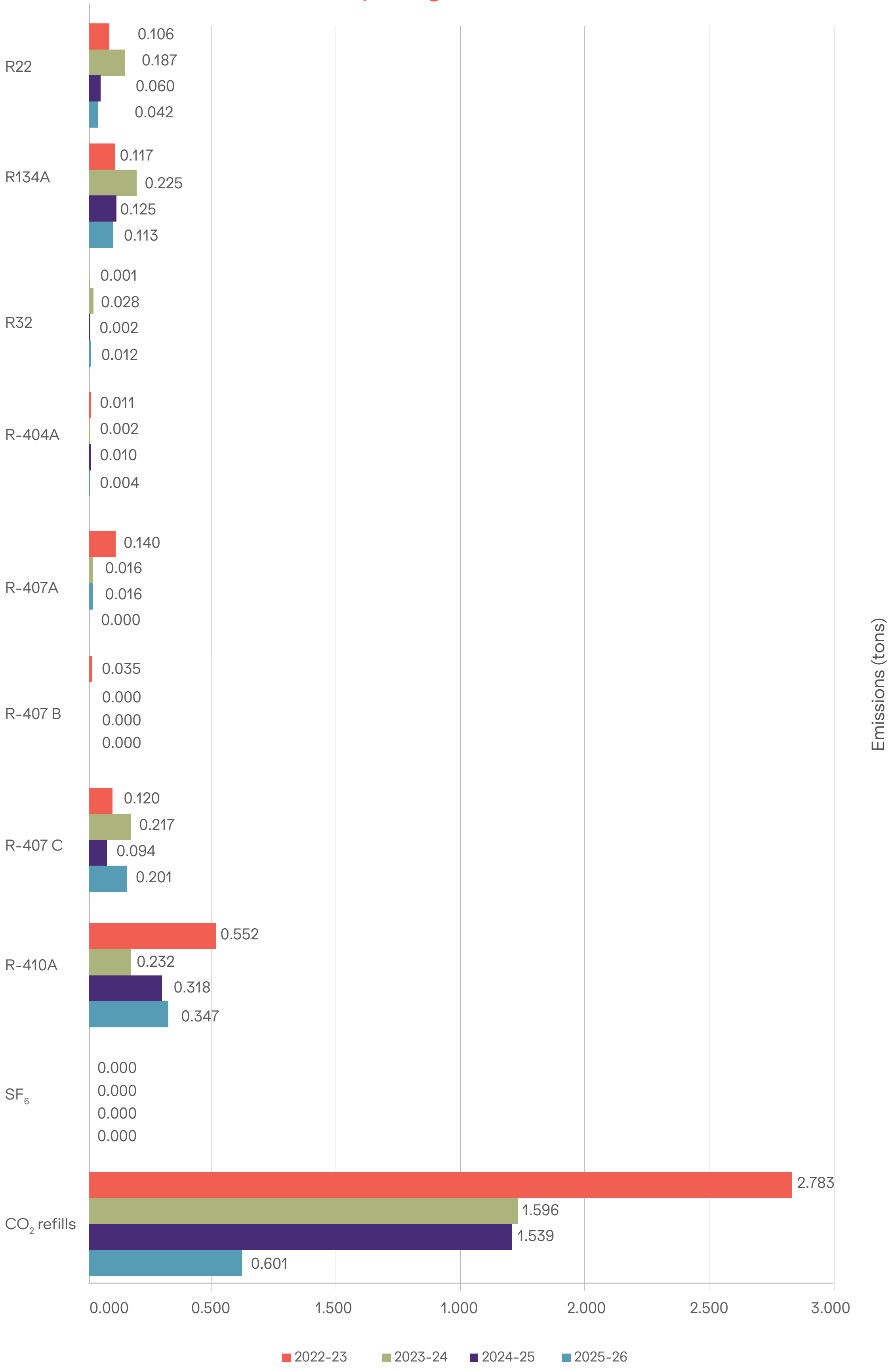
Scope 2 Emissions Location-Wise



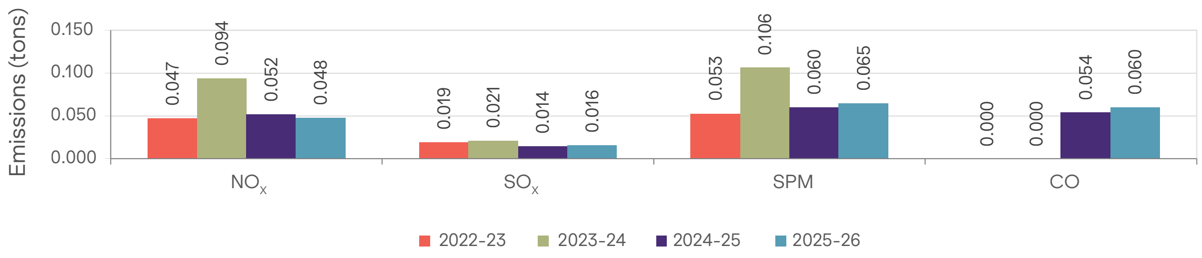
Scope 3 Emissions Category-Wise



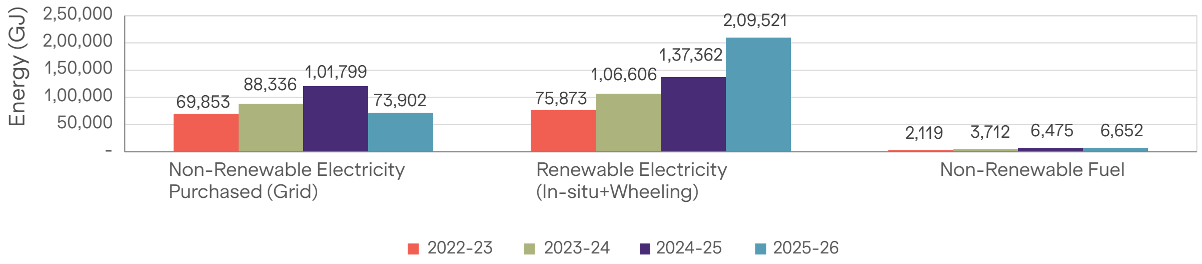
Ozone Depleting Substances (Tons)



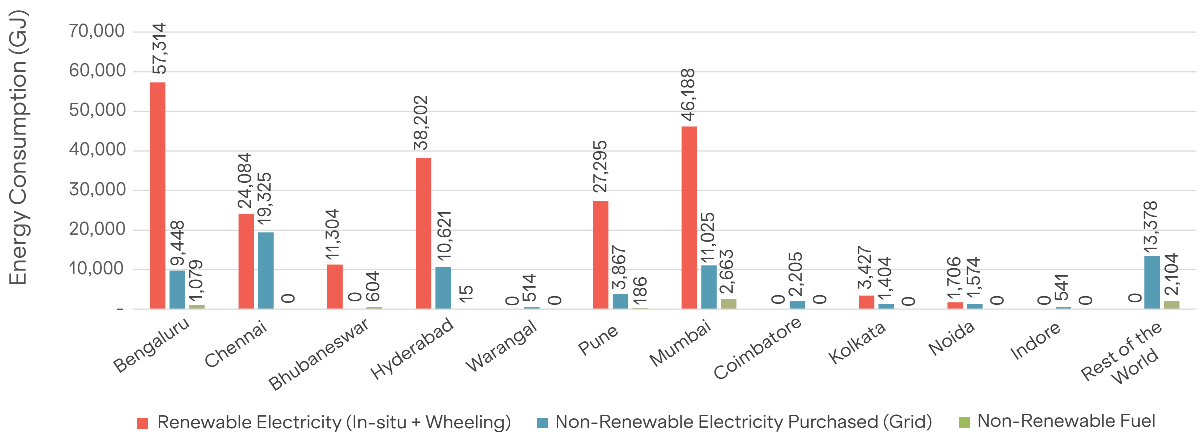
Air Emissions



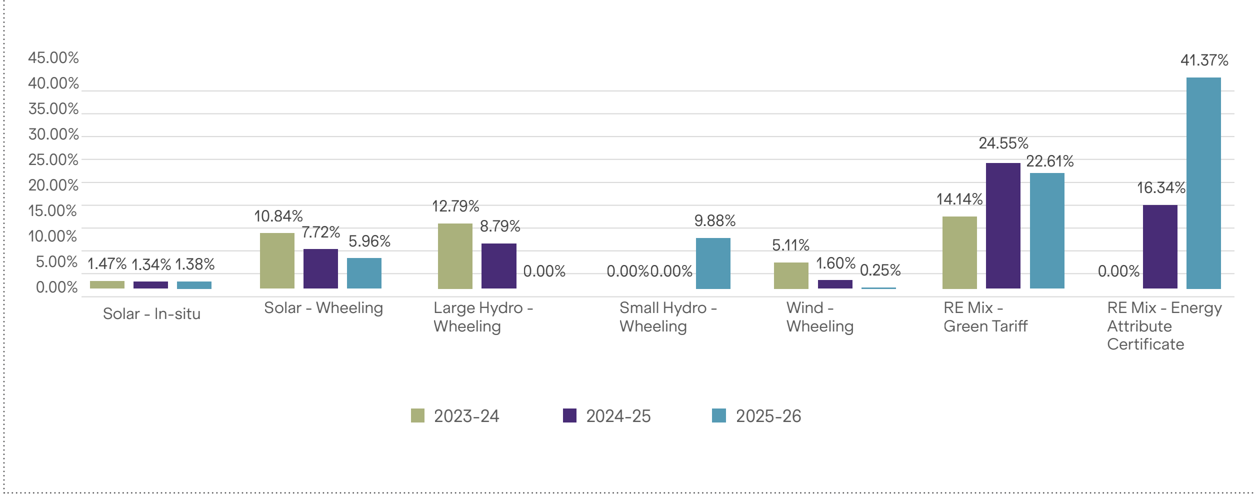
Energy Performance Source-wise



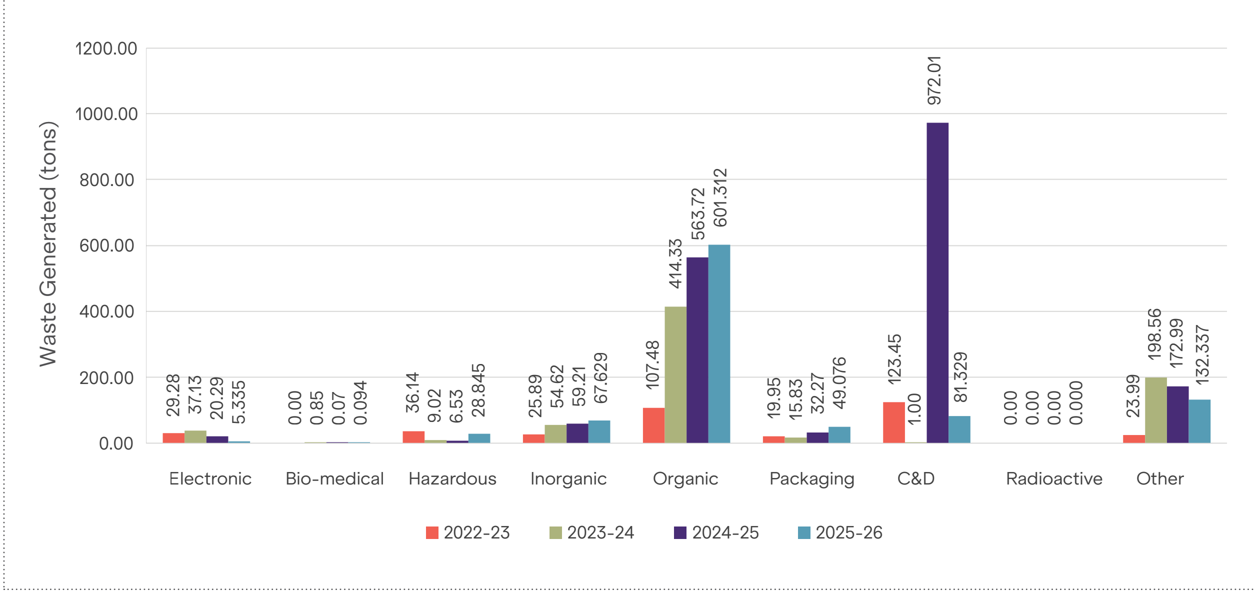
Energy Consumption Location-Wise



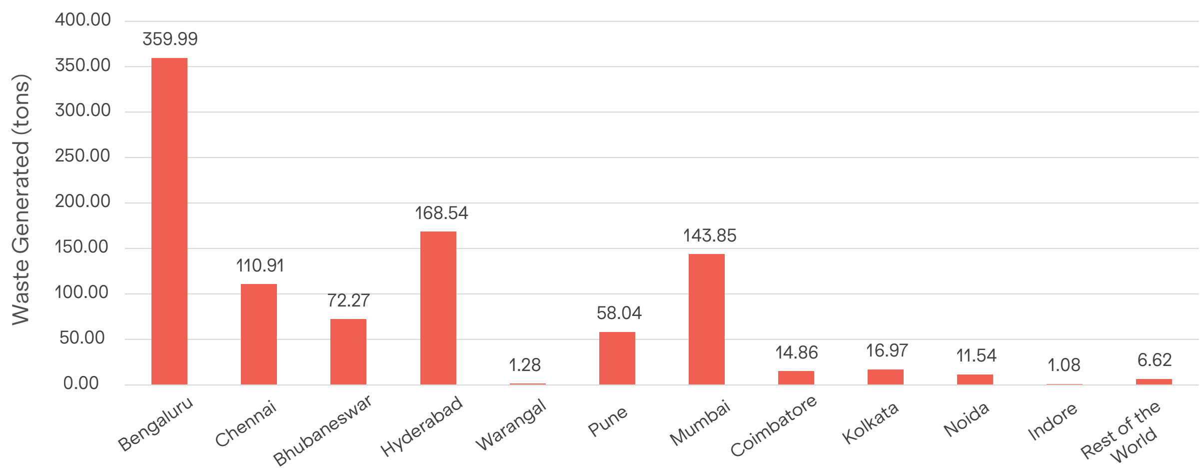
Renewable Energy Performance



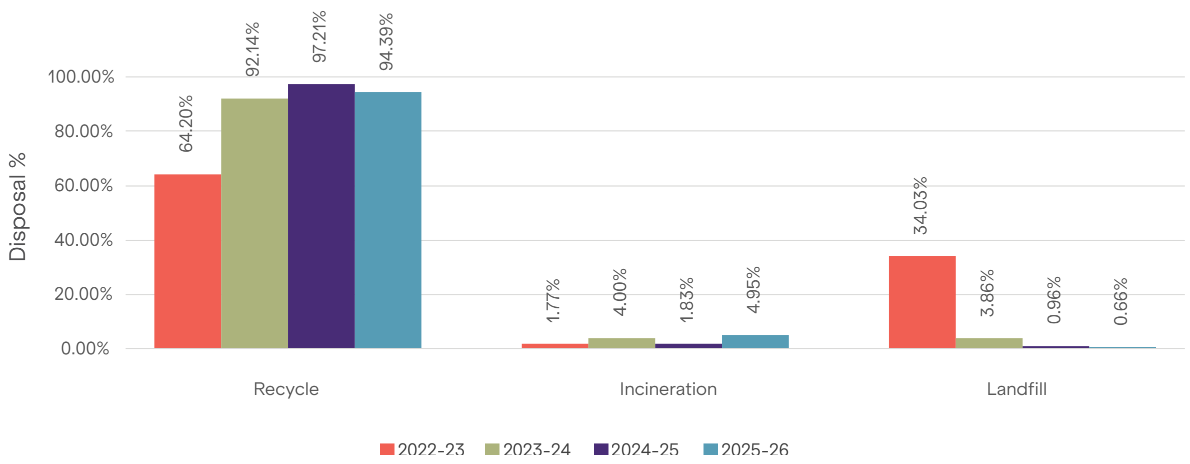
Waste Management Performance



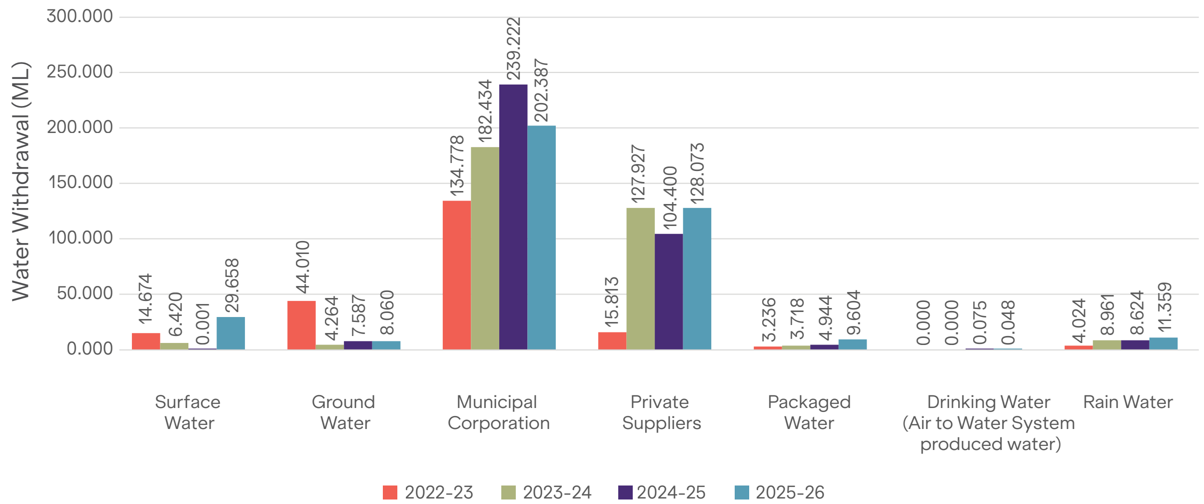
Waste Management Performance Location-Wise

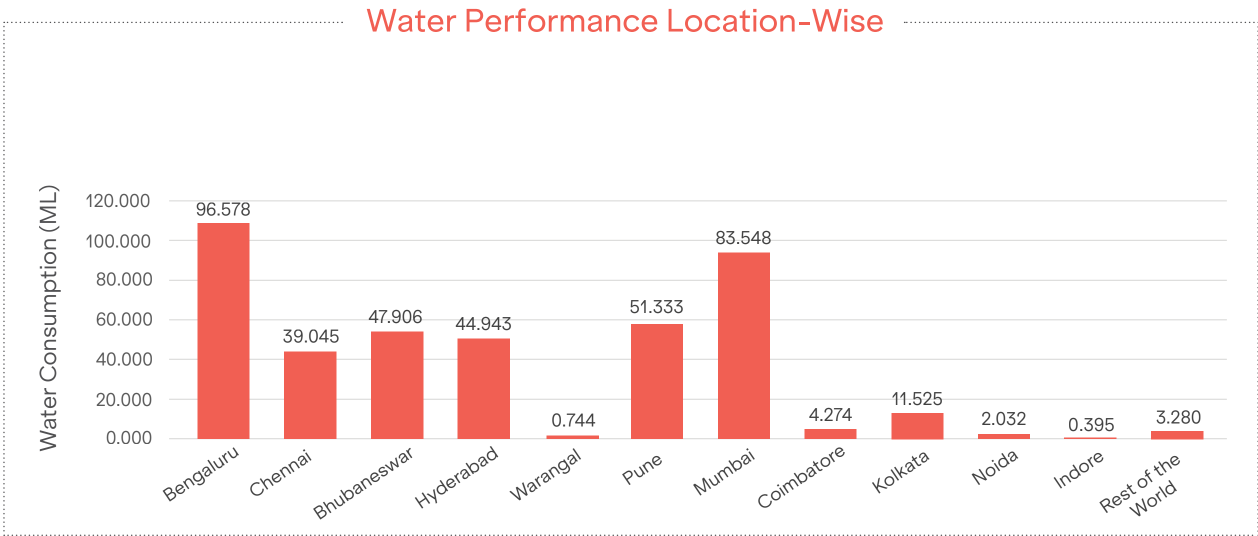


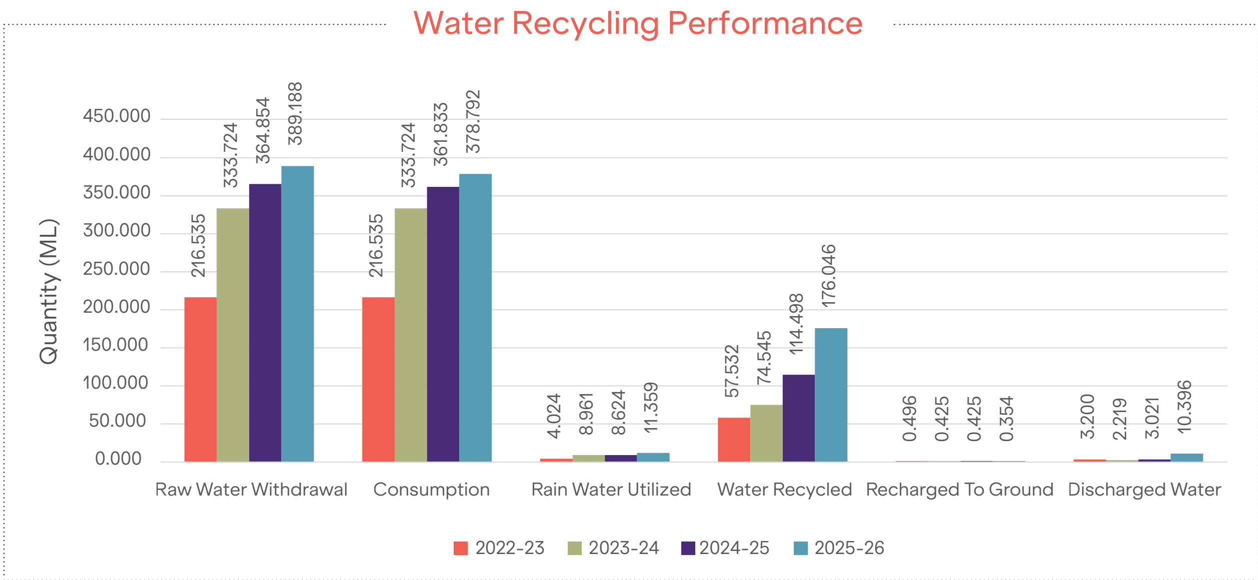
Waste Management Disposal-Wise

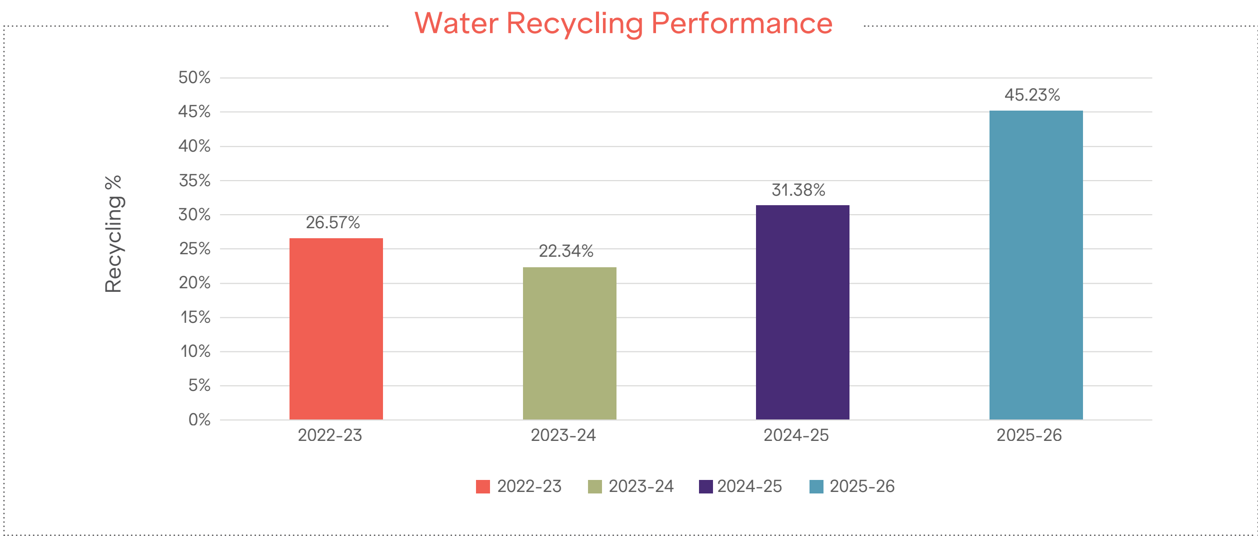


Water Withdrawal Source-Wise




Water Performance Location-Wise
Water Consumption (ML)
120.000
100.000
80.000
60.000
40.000
20.000
0.000
96.578
39.045
47.906
44.943
0.744
51.333
83.548
4.274
11.525
2.032
0.395
3.280
Bengaluru
Chennai
Bhubaneswar
Hyderabad
Warangal
Pune
Mumbai
Coimbatore
Kolkata
Noida
Indore
Rest of the World


Water Recycling Performance
Quantity (ML)
450.000
400.000
350.000
300.000
250.000
200.000
150.000
100.000
50.000
0.000
216.535
333.724
364.854
389.188
216.535
333.724
361.833
378.792
4.024
8.961
8.624
11.359
57.532
74.545
114.498
176.046
0.496
0.425
0.425
0.354
3.200
2.219
3.021
10.396
Raw Water Withdrawal
Consumption
Rain Water Utilized
Water Recycled
Recharged To Ground
Discharged Water
2022-23
2023-24
2024-25
2025-26


Water Recycling Performance
Recycling %
50%
45%
40%
35%
30%
25%
20%
15%
10%
5%
0%
26.57%
22.34%
31.38%
45.23%
2022-23
2023-24
2024-25
2025-26
2022-23
2023-24
2024-25
2025-26

Social Impacts Scorecard

All employees at LTM are classified as either Permanent or Contract (Other than Permanent), with no categorization as ‘Workers’. Recognizing that gender is not strictly binary, some individuals may prefer to opt out of traditional male/female identification and select ‘Others’. This inclusive category encompasses individuals who identify as non-binary, gender-fluid, transgender, or any other gender identity beyond the binary norm.

Talent Pool

Category	Male	Female	Others	Total
By Employee Category				
Associates	51,017	25,396	34	76,447
Middle Management	8,913	1,673	7	10,593
Senior Management	716	73	2	791
Top Management	110	9	-	119
By Employee Contract				
Permanent	60,756	27,151	43	87,950
Contract	3,272	1,104	385	4,761
By Region				
India	52,890	24,964	1	77,855
UK	403	91	4	498
USA	4,691	1,295	7	5,993
Others	2,772	801	31	3,604
By Age				
<30	18,692	12,117	5	30,814
30-50	39,854	14,725	34	54,613
>50	2,210	309	4	2,523
Total	**60,756**	**27,151**	**43**	**87,950**

Differently Abled

Category	Male	Female	Others	Total
Permanent	49	10	-	59
Other than permanent	3	-	-	3
Total	**52**	**10**	-	**62**

Note:

It is completely voluntary for our employees to declare their disability status and the number of PwD employees shown here are those who have declared their disability. So, this data represents a subset of actual PwDs currently working with LTM

New hires

Category	Male	Female	Others	Total
By Employee Category				
Associates	14,310	7,177	16	21,503
Middle Management	1,142	157	4	1,303
Senior Management	73	9	-	82
Top Management	14	3	-	17
By Region				
India	14,252	6,944	1	21,197
UK	58	13	2	73
US	819	259	1	1,079
Others	410	130	16	556
By Age				
<30	8,139	4,860	3	13,002
30-50	7,077	2,451	15	9,543
>50	323	35	1	359
Total	**15,539**	**7,346**	**20**	**22,905**

Attrition among new hires

Category	Male	Female	Others	Total
By Employee Category				
Associates	1,398	692	1	2,091
Middle Management	76	8	1	85
Senior Management	4	1	-	5
Top Management	-	-	-	-
By Region				
India	1,254	649	-	1,903
UK	10	2	-	12
US	148	41	-	189
Others	66	9	2	77
By Age				
<30	820	495	-	1,315
30-50	602	198	1	801
>50	56	8	-	64
Total	**1,478**	**701**	**2**	**2,181**

Attrition

Category	Male	Female	Others	Total
By Employee Category				
Associates	7,138	3,292	2	10,432
Middle Management	718	118	1	837
Senior Management	104	10	-	114
Top Management	16	-	-	16
By Region				
India	7,185	3,196	-	10,381
UK	25	7	-	32
US	405	126	1	532
Others	361	91	2	454
By Age				
<30	3,237	1,796	2	5,035
30-50	4,574	1,599	-	6,173
>50	165	25	-	190
Total	**7,976**	**3,420**	**3**	**11,399**

Turnover

Category	Male	Female	Others	Total
By Employee Category				
Associates	14.32%	13.35%	5.37%	13.99%
Middle Management	8.11%	7.07%	12.00%	7.95%
Senior Management	14.16%	12.70%	0.00%	13.98%
Top Management	13.70%	0.00%	0.00%	12.72%
By Region				
India	13.94%	13.20%	0.00%	13.70%
UK	6.11%	7.22%	0.00%	6.27%
US	8.58%	9.44%	11.32%	8.77%
Others	12.53%	11.66%	5.97%	12.29%
By Age				
<30	17.57%	14.99%	30.38%	16.56%
30-50	11.70%	11.30%	0.00%	11.59%
>50	8.02%	8.52%	0.00%	8.06%
Total	**13.39%**	**12.95%**	**6.30%**	**13.25%**

Note:

- Turnover rates calculated based on the total employee numbers at the end of the reporting period
- Formula followed = (Number of employees who have left the organization in a particular category)/(Total number of employees in that particular category at the end of the reporting period)
- Turnover: Number of employees who leave the organization voluntarily or due to dismissal, retirement, or death in service

Retention to work and retention after parental leave

Category	No. of employees that took parental leave	Return to work rate (after leave ended)	Retention Rate (after leave ended and were still employed after 12 months)
Maternity leave	1,833	98.31%	73.41%
Paternity leave	3,321	98.71%	79.46%
Parental leave	1	100.00%	N/A

Proportion of senior management from local community

Region	Local Hires	Total Number	% of Locals
India	38	38	100%
UK and Europe	6	6	100%
US	55	55	100%
Others	0	0	N/A
Total	**99**	**99**	**100%**

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

	India			UK			US		
(Per day)	Male	Female	Others	Male	Female	Others	Male	Female	Others
Entry Level Wage	860	828	986	112	-	-	162	154	212
Local minimum Wage	764	764	764	98	98	98	137	137	137
Ratio	1.13	1.08	1.29	1.15	0.00	0.00	1.18	1.12	1.55

Note:

Local minimum wage reference
India - https://factohr.com/minimum-wages-in-india/
UK - https://www.gov.uk/national-minimum-wage-rates

Entry Level Wage(per day) - Level 0 & Level 1 is considered as 'Entry Level"
No one in the 'Female' and 'Others' categories at entry level in UK in FY2025-26

In UK, Minimum Wages considered is GBP as per UK Govt Labour Law
In India, 763 Rs taken for Ernakulam/Kochi - IT Sector State Government Labour Department as reference
In US, 17.13 USD as per US Department of Labor

Basic salary and remuneration of women to men

Employee Category	India (INR)			UK (GBP)			US (USD)			Rest of the World (RoW) (USD)		
	Male	Female	Ratio	Male	Female	Ratio	Male	Female	Ratio	Male	Female	Ratio
Basic Salary												
Associates	4,71,779	3,92,136	0.83	84,419	67,136	0.80	1,27,042	1,11,966	0.88	75,734	64,793	0.86
Middle Management	10,92,605	9,17,342	0.84	91,721	84,069	0.92	1,43,496	1,39,717	0.97	1,06,689	1,03,961	0.97
Senior Management	19,23,666	17,97,582	0.93	1,53,689	1,70,565	1.11	2,25,918	2,20,632	0.98	1,92,354	1,69,559	0.88
Top Management	32,38,325	26,65,581	0.82	2,14,402	1,95,000	0.91	3,18,725	2,96,000	0.93	2,09,520	1,58,187	0.75
Remuneration												
Associates	16,26,994	13,03,514	0.80	84,787	67,369	0.79	1,27,047	1,12,069	0.88	76,096	65,006	0.85
Middle Management	37,44,309	32,61,941	0.87	1,01,338	93,473	0.92	1,53,347	1,51,160	0.99	1,15,673	1,12,219	0.97
Senior Management	71,61,271	65,82,448	0.92	1,96,065	2,13,039	1.09	2,82,179	2,74,819	0.97	2,40,820	2,26,078	0.94
Top Management	1,27,06,854	1,13,60,833	0.89	2,95,464	2,45,000	0.83	4,51,107	4,60,000	1.02	2,96,908	2,28,322	0.77

Note:

All numbers are Average 'per Annum'.
Basic salary is considered for India and 'Fixed gross salary' is considered for UK/USA/RoW.

Benefits provided to employees

Standard Benefits provided	India		US		UK		ROW	
	Full Time	Part-time/ Contract	Full Time	Part-time/ Contract	Full Time	Part-time/ Contract	Full Time	Part-time/ Contract
Group Term Life Insurance	Yes	No	Yes	No	Yes	Yes	Yes	No
Health care - Medical Insurance	Yes	No	Yes	No	Yes	No	Yes	No
Disability - Eg : Cab Facility	Yes	Yes	Yes (we have disability insurance and accommodation). No cab facility	No	Yes	No	No	No
Parental leave	Yes	No	Yes, we have bonding leave (3 days)	No	Yes	Yes	As per country compliance	As per country compliance
Retirement provision (PF+Gratuity)	Yes	No	Yes (for specific EEs coming from India to USA); we have 401(k) along with Employer match, which is a retirement option	No	No	No	No	No
Stock ownership	Yes	No	Yes (for specific employees)	No	Yes	No	Yes	No
B+Ve (Counselling Program)	Yes	Yes	Yes	No	No	No	No	No
Healthy Mind Healthy Body (Wellness Program)	No	No	Yes; we have it through health insurance	No	No	No	No	No
Personal Accident Insurance	Yes	No	Yes; we have it through Basic Life and AD&D. 100% employer paid	No	No	No	No	No
Special Needs leave	Yes	No	Yes	No	No	No	No	No
Emergency Medical fund	Yes	No	No	No	No	No	No	No
Loans & Advances (House Deposit, Two wheeler, Salary advance)	Yes (two wheeler is discontinued)	No	Yes	No	Yes	No	Yes	No
Reduced working hours	Yes	No	No	No	No	No	No	No
Sabbatical	Yes (Higher Studies leave)	No	No	No	Yes (For select group)	No	No	No
Child Care Vouchers	No	No	No	No	Yes (Discontin-ued as per local com-pliance for new joiners)	Yes (Discontin-ued as per local compliance for new joiners)	No	No
Flexible Work Hours	Yes	Yes	Yes	No	Yes	Yes	Yes	Yes
Day Care Facility	Yes	Yes	No	No	No	No	No	No
Caring for family members	Yes (Reduced work hours/ SNL)	No	Yes - We have elder care program (for parents in India); we have employee assistance program (EAP) which can be availed by family members	No	No	No	No	No
Insurance top up – Employee/Spouse/ Children/ parental	Yes	No	NA	NA	NA	NA	NA	NA
Addition to loans and advances - home assistance policy	Yes (Salary advance - additional loan is given while relocating)	No	No	No	No	No	No	No

CSR - Infrastructure projects spend

List of activities	NGO Partner	Spent (INR)
Construction of weather-resistant / disaster-proof permanent houses	Centurion University Of Technology & Management	4,20,43,000
Shelter Home for aged, disabled & severely sick stray dogs.	Prayas Trust	85,00,000
Anchalik Jana Kalyan Anusthan	School Infra Work	12,00,000
Dialysis Center	Masonic and Heritage Buildings Trust	1,44,14,259
Community Solar	Dilasa Janvikas Pratishthan	3,00,00,000
	Total	**9,61,57,259**

Learning & Development

Employee Category	Total No. of Employees per Category				No. of Hours of Training per Category				Average Hours of Training per Year per Employee			
	Male	Female	Others	Total	Male	Female	Others	Total	Male	Female	Others	Total
Permanent	60,756	27,151	43	87,950	63,30,198	27,55,586	2,015	94,86,497*	104.19	101.49	46.85	107.94*
Non-Permanent	3,272	1,104	385	4,761	75,054	28,268	5,658	1,46,574*	22.94	25.61	14.70	31.18*
Total	**64,028**	**28,255**	**428**	**92,711**	**64,05,252**	**27,83,854**	**7,673**	**96,39,121***	**100.04**	**98.53**	**17.93**	**104.11***

Note: *Total hours & average is based on total headcount of the fiscal year.

Career Development Review

Categorisation	No. of Eligible Employees	No. of Employees submitting Annual Performance Appraisal	% of Submission
Male	56,758	56,758	100%
Female	25,264	25,264	100%
Others	42	42	100%
Total	**82,064**	**82,064**	**100%**

Sustainable Supply Chain

Region	# Active Suppliers	% of Suppliers	Spend (USD)	% Spend
India	4,777	58.89%	30,93,67,670	50%
Rest of the World	1,722	21.23%	8,29,66,884	13%
UK	566	6.98%	2,57,46,468	4%
US	1,047	12.91%	20,01,03,670	32%
Total	**8,112**	**100%**	**61,81,84,692**	**100%**

Diverse Suppliers - Procurement Spend

Suppliers	#Active Suppliers	% of Suppliers	Spend in USD	% Spend
Women owned	18	0.22%	1,19,10,397	2.01%
Minority owned	30	0.37%	2,57,04,846	4.34%
Small Business owned	2	0.02%	6,08,792	0.10%

MSME Suppliers - Procurement Spend

	2025-26	2024-25
Directly sourced from MSMEs/ small producers	13%	9%
Directly from within India	50%	44%
- MSME	26%	20%
- Non MSME	74%	80%
Sourced outside India	50%	56%

OHS Incidents - City -wise Split up (Employees)

Details	Bangalore	Chennai	Bhubane-shwar	Hyderabad & Warangal	Pune	Mumbai	Kolkata	Noida	Coim-batore	Indore	Total
No of Incidents	0	0	0	0	0	0	0	0	0	0	0
No of first aid cases	3	0	1	1	1	1	4	0	0	0	11
No of Incidents led to lost time injury	0	0	0	0	0	0	0	0	0	0	0
No of lost days due to injuries	0	0	0	0	0	0	0	0	0	0	0
Total No. of Person Hours Worked (Total no of employees*9*22*12)	3,67,14,546	1,98,09,306	31,29,984	3,96,95,832	3,65,20,506	2,16,25,362	1,08,40,302	68,03,280	42,74,028	10,69,992	18,04,83,138
Total No. of Employees working from office	15,452	8,337	1,317	16,707	15,371	9,102	4,562	2,863	1,799	450	75,961
Incident Rate per 100 employees = No. of incidents X 100 / Total No. of Employees	0	0	0	0	0	0	0	0	0	0	0
Frequency Rate = No. of incidents X 100000 / Total Person Hours Worked	0	0	0	0	0	0	0	0	0	0	0
Severity Rate = Total No. of Lost Days / Total No. of Incidents	0	0	0	0	0	0	0	0	0	0	0
Lost Time Injury Frequency Rate = (No. of lost time injuries in FY x 1,000,000) / (Total hours worked by all staff in same FY)	0	0	0	0	0	0	0	0	0	0	0

Note:

All our employees and security personnel are trained in organizational and human rights policies, procedures, and integrity policy. They follow a code of conduct.

OHS Incidents - City -wise Split up (Support Staff)

Details	Bangalore	Chennai	Bhubaneshwar	Hyderabad & Warangal	Pune	Mumbai	Kolkata	Noida	Coimbatore	Indore	Total
No of Incidents	0	0	1	0	0	0	0	0	0	0	1
No of first aid cases	0	0	0	0	1	0	0	0	0	0	1
No of Incidents led to lost time injury	0	0	1	0	0	0	0	0	0	0	1
No of lost days due to injuries	0	0	34	0	0	0	0	0	0	0	34
Total No. of Person Hours Worked (Total no of employees*8*26*12)	20,22,800	10,00,688	7,76,672	19,34,400	13,63,856	15,21,312	5,39,968	3,88,336	1,80,960	48,256	97,77,248
Total No. of Support staff	810	401	311	775	546	610	216	156	73	19	3,917
Incident Rate per 100 employees = No. of incidents X 100 / Total No. of Employees	0	0	0	0	0	0.000	0	0	0	0	0.026
Frequency Rate = No. of incidents X 100000 / Total Person Hours Worked	0	0	0	0	0	0.000	0	0	0	0	0.010
Severity Rate = Total No. of Lost Days / Total No. of Incidents	0	0	34	0	0	0	0	0	0	0	34
Lost Time Injury Frequency Rate = (No. of lost time injuries in FY x 1,000,000) / (Total hours worked by all staff in same FY)	0	0	1	0	0	0.00000	0	0	0	0	0.102

Governance Impacts Scorecard

Note: USD-INR exchange rate used for FY2025-26 is 94.84

Direct Economic Value generated and distributed

Direct Economic Value Generated (A)	2025-26 (INR Crore)
Revenue (through core business segments)	42,308
Other Income (through other sources)	1,094
Total	**43,402**
Economic Value Distributed (B)	
Operating cost	8,475
Personnel expenses (wages+benefits)	26,709
Interest Charges	276
Taxes and royalties (given to various govt. wherever business units are located) - **Taxes expenses**	1,808
Taxes and royalties (given to various govt. wherever business units are located) - **Dividend tax paid**	-
Dividends (payments to capital providers)	1,991
Donations (political parties/politicians)	-
Community development/CSR investments - paid to **LTIMindtree Foundation and other CSR activities**	96
Total	**39,356**
Economic value added (A-B)	**4,046**

Defined Benefit Plan Obligation and other Retirement Plan

	2025-26 (INR Crore)
Contributions to Provident and Other Funds	1920
Staff Welfare Expenses	103.5
Total	**2,023.50**

Financial assistance received from Government

	2025-26 (INR Crore)
IT exemption	-
Land provided at subsidised rate	-
Incentives	-
Custom, excise duties waived	63.52
Others	-
Total	**63.52**

Reporting Frameworks, Standards & Disclosures

In addition to being prepared in accordance with the GRI Standards, this sustainability report has been structured to serve as a comprehensive repository of sustainability information. The disclosures included in this report may facilitate reporting requirements under applicable regulatory and voluntary frameworks across multiple jurisdictions, including the UK Streamlined Energy and Carbon Reporting (SECR) regulations, the EU Corporate Sustainability Reporting Directive (CSRD), Australia's National Greenhouse and Energy Reporting (NGER) framework, Mexico's sustainability NIS (Normas de Información de Sostenibilidad) disclosure requirement and other applicable reporting frameworks, depending on the company's operations.

Pillar: Environmental **Stakeholder:** Employees

Why Material to us?

Green Tech and Innovation

- Enables compliance with evolving regulatory requirements while supporting digital and sustainability transformation.
- Strengthens competitive positioning by meeting growing client demand for sustainable solutions.
- Reduces environmental risks and enhances operational resilience through responsible innovation.

Water Management

- Improves resource efficiency, contributing to cost optimization and sustainable operations.
- Ensures responsible water use in both internal processes and client-facing solutions.

Climate Change

- Supports commitment to reducing carbon footprint and enabling clients to achieve their climate goals.
- Enhances preparedness for climate-related risks that may impact operations, assets, and supply chains.

Waste Management

- Improves operational efficiency and reduces costs through effective waste reduction practices.
- Supports regulatory compliance and strengthens reputation through responsible waste handling.

MATERIAL TOPIC	SDGs	UNGC PRINCIPLE	NGRBC PRINCIPLE	TNFD	SASB	GRI Disclosure
Green Tech and Innovation	3 GOOD HEALTH AND WELL-BEING; 6 CLEAN WATER AND SANITATION	Principle 7 – Environmental Responsibility	Principle 6 – Restore Environment	Disclosure A of Strategy pillar	TC-SI-130a.1	**(Internal & External Impact)** Economic Performance
Climate Change	7 AFFORDABLE AND CLEAN ENERGY; 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	Principle 8 – Environment initiatives	Principle 7 – Public Advocacy	Disclosure A, B, C of Metrics and target pillar	TC-SI-130a.2	Energy Emissions
Water Management	10 REDUCED INEQUALITIES; 11 SUSTAINABLE CITIES AND COMMUNITIES; 12 RESPONSIBLE CONSUMPTION AND PRODUCTION; 13 CLIMATE ACTION	Principle 9 – Environment friendly technologies		Disclosure D of Strategy and Disclosure A, B, C, D of Risk management pillar	TC-SI-130a.3	Water & Effluents
Waste Management	14 LIFE BELOW WATER; 15 LIFE ON LAND			Disclosure B of Strategy pillar		Waste

Pillar: Social **Stakeholder:** Employees, Suppliers, Communities

Why Material to us?

Employee Well-being & Experience

- Drives employee engagement, productivity, and retention in a competitive talent market.
- Strengthens organizational performance through a motivated and healthy workforce.
- Enhances employer brand and supports long-term talent sustainability.

Supply Chain Sustainability

- Promotes responsible sourcing and resource efficiency across the value chain.
- Mitigates ESG-related risks by ensuring ethical and responsible practices across suppliers.

Diversity, Equity, and Inclusion (DEI)

- Fosters innovation and stronger decision-making through diverse perspectives.
- Enhances market relevance by reflecting client and community diversity.
- Ensures compliance with legal requirements and aligns with global social responsibility standards.

Community Development

- Builds trust and strengthens relationships with local communities.
- Enhances brand reputation while supporting employee engagement and purpose.
- Contributes to a more stable and supportive business environment.

MATERIAL TOPIC	SDGs	UNGC PRINCIPLE	NGRBC PRINCIPLE	TNFD	SASB	GRI Disclosure
Employee Well-being & Experience Diversity, Equity, and Inclusion	3 GOOD HEALTH AND WELL-BEING 4 QUALITY EDUCATION 5 GENDER EQUALITY 8 DECENT WORK AND ECONOMIC GROWTH 11 SUSTAINABLE CITIES AND COMMUNITIES 16 PEACE, JUSTICE AND STRONG INSTITUTIONS	Principle 3 – Freedom of association Principle 6 – No discrimination Principle 1 – Respect human rights Principle 2 – No human rights abuse	Principle 3 – Human Resources Principle 5 – Human Rights	Disclosure C of Governance pillar	TC-SI-330a.1 TC-SI-330a.2 TC-SI-330a.3	**(Internal & External Impact)** Economic Performance **(Internal Impact)** Occupational Health & Safety Education and Training Diversity & Equal Opportunity Labour Relations Non-discrimination Freedom of association & collective bargaining Employment
Supply Chain Sustainability Community Development	1 NO POVERTY 2 ZERO HUNGER 3 GOOD HEALTH AND WELL-BEING 4 QUALITY EDUCATION 6 CLEAN WATER AND SANITATION 7 AFFORDABLE AND CLEAN ENERGY 8 DECENT WORK AND ECONOMIC GROWTH 10 REDUCED INEQUALITIES 11 SUSTAINABLE CITIES AND COMMUNITIES 13 CLIMATE ACTION 14 LIFE BELOW WATER 15 LIFE ON LAND	Principle 4, 5 – Labor practices	Principle 2 – Service Responsibility Principle 8 – Inclusive Growth	Disclosure B of Risk management and Strategy pillar Disclosure C of Governance pillar	TC-SI-330a.1 TC-SI-330a.2 TC-SI-330a.3	**(External Impact)** Procurement practices Indirect Economic Impacts Supplier Assessment **(Internal & External Impact)** Child Labor Forced/ Compulsory Labor **(Internal & External Impact)** Local Communities Economic Impacts

Pillar: Governance Stakeholder: Employees, Customers, Investor

Why Material to us?

Business Ethics

- Builds trust with stakeholders through adherence to high ethical standards.
- Protects brand reputation and supports sustainable long-term relationships.
- Ensures regulatory compliance and reduces exposure to legal and operational risks.
- Reinforces stakeholder confidence, contributing to business continuity and growth.

Data Privacy and Risk Management

- Safeguards sensitive information, maintaining customer trust and regulatory compliance.
- Minimizes exposure to cyber threats and data breaches, preventing financial and reputational damage.

Corporate Governance

- Ensures transparency, accountability, and integrity in decision-making processes. Strengthens risk identification and mitigation, protecting organizational value.
- Supports strategic alignment, efficient resource allocation, and long-term sustainable growth.

MATERIAL TOPIC	SDGs	UNGC PRINCIPLE	NGRBC PRINCIPLE	TNFD	SASB	GRI Disclosure
Business Ethics Corporate Governance Data Privacy and Risk Management		Principle 1 – Ethics Principle 4 – Responsiveness to Stakeholders	Principle 3 – Human Resources Principle 5 – Human Rights Principle 9 – Customer Engagement	Disclosure C of Governance pillar Disclosure A and B of Governance pillar Disclosure A and C of Strategy pillar	TC-SI-220a.1 TC-SI-220a.2 TC-SI-220a.3 TC-SI-220a.4 TC-SI-220a.5 TC-SI-230a.1 TC-SI-230a.2 TC-SI-520a.1 TC-SI-550a.1 TC-SI-550a.2	**(Internal Impact)** Governance Structure (Internal & External Impact) Anti-corruption Anti-competitive behavior Economic Performance Marketing and Labeling Customer Privacy

The United Nations Global Compact (UNGC) 10 Principles

Principles	Statement	Page Number
Human Rights		
Principle 1	Businesses should support and respect the protection of internationally proclaimed human rights.	41, 47, 79
Principle 2	Make sure that they are not complicit in human rights abuses.	41, 47, 79
Labor		
Principle 3	Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.	41, 47
Principle 4	The elimination of all forms of forced and compulsory labor.	41, 47, 79
Principle 5	The effective abolition of child labor.	41, 47, 79
Principle 6	The elimination of discrimination in respect of employment and occupation.	41, 47
Environment		
Principle 7	Businesses should support a precautionary approach to environmental challenges.	10, 11, 13, 21
Principle 8	Undertake initiatives to promote greater environmental responsibility.	21-27
Principle 9	Encourage the development and diffusion of environmentally friendly technologies.	22-24
Anti-Corruption		
Principle 10	Businesses should work against corruption in all its forms, including extortion and bribery.	47, 79

Task force on Climate-related Financial Disclosures (TCFD) and Task force on Nature-related Financial Disclosures (TNFD) Content Index

TCFD Disclosure	TNFD Disclosure	Page Number
I. Governance		
A. Describe the board's oversight of climate-related risks and opportunities B. Describe management's role in assessing and managing climate-related risks and opportunities	A. Describe the board's oversight of nature-related dependencies, impacts, risks and opportunities. B. Describe management's role in assessing and managing nature-related dependencies, impacts, risks and opportunities. C. Describe the organization's human rights policies and engagement activities, and oversight by the board and management, with respect to Indigenous Peoples, Local Communities, affected and other stakeholders, in the organization's assessment of, and response to, nature-related dependencies, impacts, risks and opportunities.	13, 14, 40
II. Strategy		
A. Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term B. Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning C. Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario	A. Describe the nature-related dependencies, impacts, risks and opportunities the organization has identified over the short, medium and long term. B. Describe the effect nature-related dependencies, impacts, risks and opportunities have had on the organization's business model, value chain, strategy and financial planning, as well as any transition plans or analysis in place. C. Describe the resilience of the organization's strategy to nature-related risks and opportunities, taking into consideration different scenarios. D. Disclose the locations of assets and/or activities in the organization's direct operations and, where possible, upstream and downstream value chain(s) that meet the criteria for priority locations.	10, 11, 23, 27, 28

Task force on Climate-related Financial Disclosures (TCFD) and Task force on Nature-related Financial Disclosures (TNFD) Content Index

TCFD Disclosure	TNFD Disclosure	Page Number
III. Risk management		
A. Describe the organization's processes for identifying and assessing climate-related risks B. Describe the organization's processes for managing climate-related risks C. Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management	A. Describe the organization's processes for identifying, assessing and prioritizing nature-related dependencies, impacts, risks and opportunities in its direct operations. B. Describe the organization's processes for identifying, assessing and prioritizing nature-related dependencies, impacts, risks and opportunities in its upstream and downstream value chain(s). C. Describe the organization's processes for monitoring nature-related dependencies, impacts, risks and opportunities. D. Describe how processes for identifying, assessing, prioritizing and monitoring nature-related risks are integrated into and inform the organization's overall risk management processes.	23, 27, 28
IV. Metrics and targets		
A. Disclose the metrics used by the organization to assess climate related risks and opportunities in line with its strategy and risk management process B. Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks C. Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets	A. Disclose the metrics used by the organization to assess and manage material nature-related risks and opportunities in line with its strategy and risk management process. B. Disclose the metrics used by the organization to assess and manage dependencies and impacts on nature. C. Describe the targets and goals used by the organization to manage nature-related dependencies, impacts, risks and opportunities and its performance against these.	10, 11, 21, 22, 27

Sustainability Accounting Standards Board (SASB) Content Index

Topic	Disclosure No	Description	Page Number
Environmental Footprint of Hardware Infrastructure	TC-SI-130a.1	(1) Total energy consumed (2) Percentage grid electricity (3) Percentage renewable	23, 24, 53, 54
	TC-SI-130a.2	(1) Total water withdrawn (2) Total water consumed percentage of each in regions with High or Extremely High Baseline Water Stress	25, 56, BRSR 259
	TC-SI-130a.3	Discussion of the integration of environmental considerations into strategic planning for data center needs	22, 24, 45
Data Privacy & Freedom of Expression	TC-SI-220a.1	Description of policies and practices relating to behavioral advertising and user privacy	41, 42, BRSR 268-269
	TC-SI-220a.2	Number of users whose information is used for secondary purposes	Nil
	TC-SI-220a.3	Total amount of monetary losses as a result of legal proceedings associated with user privacy	79
	TC-SI-220a.4	(1) Number of law enforcement requests for user information (2) Number of users whose information was requested (3) Percentage resulting in disclosure	Nil
	TC-SI-220a.5	List of countries where core products or services are subject to government-required monitoring blocking content filtering or censoring	Not Applicable
Data Security	TC-SI-230a.1	(1) Number of data breaches. (2) Percentage involving personally identifiable information (PII) (3) Number of users affected	Nil 79, BRSR 268, 269
	TC-SI-230a.2	Description of approach to identifying and addressing data security risks including use of third- party cyber security standards	41, 42
Recruiting & Managing a Global Diverse & skilled Workforce	TC-SI-330a.1	Percentage of employees that require a work visa (1) Foreign nationals (2) Located offshore	57
	TC-SI-330a.2	Employee engagement as a percentage	16, 35, 36
	TC-SI-330a.3	Percentage of gender and racial/ethnic group representation for (1) Management (2) Technical staff (3) All other employees	57
Intellectual Property Protection & Competitive Behavior	TC-SI-520a.1	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations	79
Managing Systemic Risks from Technology Disruptions	TC-SI-550a.1	Number of (1) Performance issues (2) Service disruptions (3) Total customer downtime	Nil
	TC-SI-550a.2	Description of business continuity risks related to disruptions of operations	42, 43

GRI Content Index

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2021	General Disclosures	2-3	Reporting period, frequency and contact point	3, Backpage
2021	General Disclosures	2-4	Restatements of information	48
2021	General Disclosures	2-5	External assurance	80 - 82
2021	General Disclosures	2-6	Activities, value chain and other business relationships	6, 43-46
2021	General Disclosures	2-7	Employees	29-30, 57-62
2021	General Disclosures	2-8	Workers who are not employees	57
2021	General Disclosures	2-9	Governance structure and composition	39-40, IAR -313
2021	General Disclosures	2-10	Nomination and selection of the highest governance body	39-40, IAR -320
2021	General Disclosures	2-11	Chair of the highest governance body	39-40
2021	General Disclosures	2-12	Role of the highest governance body in overseeing the management of impacts	39-40
2021	General Disclosures	2-13	Delegation of responsibility for managing impacts	40
2021	General Disclosures	2-14	Role of the highest governance body in sustainability reporting	13, 39-40
2021	General Disclosures	2-17	Collective knowledge of the highest governance body	39-40, IAR - 316-317
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2021	General Disclosures	2-19	Remuneration policies	47
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2021	General Disclosures	2-23	Policy commitments	41, 47
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2021	General Disclosures	2-25	Processes to remediate negative impacts	41-43
2021	General Disclosures	2-26	Mechanisms for seeking advice and raising concerns	41
2021	General Disclosures	2-27	Compliance with laws and regulations	41, 79

GRI Standard	GRI Topic	Disclosure No	Disclosure Title	Page Number
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GRI Standard	GRI Topic	Disclosure No	Disclosure Title	Page Number
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GRI Standard	GRI Topic	Disclosure No	Disclosure Title	Page Number
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2016	Supplier Environmental Assessment	308-2	Negative environmental impacts in the supply chain and actions taken	43-44, 79
2016	Employment	401-1	New employee hires and employee turnover	57-59
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2018	Occupational Health and Safety	403-2	Hazard identification, risk assessment, and incident investigation	33-35, 63-64
2018	Occupational Health and Safety	403-3	Occupational health services	33-35
2018	Occupational Health and Safety	403-4	Worker participation, consultation, and communication on occupational health and safety	33-35
2018	Occupational Health and Safety	403-5	Worker training on occupational health and safety	33-35
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GRI Standard	GRI Topic	Disclosure No	Disclosure Title	Page Number
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2016	Diversity and Equal Opportunity	405-1	Diversity of governance bodies and employees	31-33, 39, 57-58
2016	Diversity and Equal Opportunity	405-2	Ratio of basic salary and remuneration of women to men	60, BRSR - 238
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2016	Forced or Compulsory Labor	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	41, 79
2016	Security Practices	410-1	Security personnel trained in human rights policies or procedures	63, 79
2016	Rights of Indigenous Peoples	411-1	Incidents of violations involving rights of indigenous peoples	79
2016	Local Communities	413-1	Operations with local community engagement, impact assessments, and development programs	36-38, 79
2016	Local Communities	413-2	Operations with significant actual and potential negative impacts on local communities	79
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2016	Supplier Social Assessment	414-2	Negative social impacts in the supply chain and actions taken	43-44, 79
2016	Public Policy	415-1	Political contributions	None
2016	Customer Health and Safety	416-1	Assessment of the health and safety impacts of product and service categories	BRSR 267 - 269
2016	Customer Health and Safety	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	BRSR 267 - 269
2016	Marketing and Labeling	417-1	Requirements for product and service information and labeling	BRSR 267 - 269
2016	Marketing and Labeling	417-2	Incidents of non-compliance concerning product and service information and labeling	BRSR 267 - 269
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2016	Customer Privacy	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	41, 79, BRSR - 267 - 269

Notes

- Methodologies, assumptions, conversion factors, etc., used in calculations (GHG, energy, water, waste management, etc.) – no major changes, documented as Standard Operating Procedures (SOPs) are published internally and are part of the assurance.
- Training in anti-corruption policies and integrity is all-pervasive.
- All our employees and security personnel are trained in organizational and human rights policies, procedures, and integrity policy. They follow a code of conduct.
- Legal actions for anti-competitive behavior, anti-trust, and monopoly practices: Nil.
- Confirmed incidents of corruption and actions taken: Nil.
- Employee representation in our various operational committees: 2.44%.
- The proportion of part-time workers in the total workforce was 0.014% during the reporting period.
- None of our operations are complicit in child/forced/compulsory labor. Our contracts with suppliers include clauses that rule out the same through the Supplier Code of Conduct.
- 100% of our new suppliers have undergone our screening process, and ongoing monitoring has resulted in 0% negative social or environmental impacts in our supply chain during the reporting period.
- LTM is compliant with all applicable laws and regulations.
- No human rights violation found in our organization or our value chain (including local communities and indigenous people).
- We have no trade unions or collective bargaining agreements.
- No water bodies/habitats negatively affected by operations. No spills from our operations.
- No non-compliance with environmental laws/marketing communications/laws concerning social and economic areas.
- Zero substantiated complaints concerning breaches of customer privacy and losses of customer data in the year.
- No operations of ours have any negative impact on local communities.
- No IUCN Red List species and national conservation list species with habitats in areas affected by operations.

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Independent Assurance Statement

To
LTM Limited (Formerly 'LTIMindtree'),
L&T House, Ballard Estate,
Mumbai - 400001, Maharashtra, India,

Independent Assurance Statement on non-financial disclosures in Sustainability Report (SR) for the financial year 2025-26.

Introduction and objective of engagement

LTM Limited (Formerly 'LTIMindtree') (the 'Company') has developed its Sustainability Report 2025-26 ('SR' or 'the 'Report') titled 'Outcreate Sustainable Progress with Purpose', based on the 'with reference to' criteria of the Global Reporting Initiative (GRI 2021).

BDO India Services Private Limited (BDO) was engaged by the Company to provide independent assurance on non-financial sustainability disclosures in the Report for the period 1st April 2025 to 31st March 2026.

The Company's responsibilities

The content of the Report and its presentation are the sole responsibilities of the Management of the Company. The Company's Management is also responsible for the design, implementation, and maintenance of internal controls relevant to the preparation of the Report, so that it is free from material misstatement.

BDO's responsibility

BDO's responsibility, as agreed with the Management of the Company, is to provide assurance on the non-financial information of the Report as described in the 'Scope, boundary and assurance criteria' section below. We do not accept or assume any responsibility for any other purpose or to any other person or organization. Any reliance a third party may place on the Report is entirely at its own risk.

Assurance standard

We conducted the assurance engagement in accordance with International Standard on Assurance Engagements (ISAE) 3000 (Revised), "Assurance Engagements Other than Audits or Reviews of Historical Financial Information", and ISAE 3410, "Assurance Engagements on Greenhouse Gas Statement", issued by the International Auditing and Standards Board.

Scope, boundary and assurance criteria

Our assurance scope covers non-financial information of the Report, pertaining to the performance of the India & global operations of the Company for the period 1st April 2025 through 31st March 2026.

We applied the criteria of **'Reasonable'** Assurance for select non-financial indicators (as indicated in Appendix 1 to this statement), and '**Limited**' Assurance for remaining non-financial information of the Report as pre-agreed with the company.

Assurance methodology

Our assurance process entailed conducting procedures to gather evidence regarding the reliability of the disclosures covered in the 'Scope, boundary and assurance criteria'. The verification on sample basis was carried out at the following locations:

- Bengaluru (Global City, Whitefield SEZ, Gopalan SEZ, Hebbal S2)
- Kolkata (Adventz Infinity, Merlin Infinite, DLF2)
- Pune (ICC, Shivajinagar, Embassy, Kharadi)
- Hyderabad (LCC, Raheja, Skyview, Metro)
- Mumbai (Powai, Mensa – Mahape, Airoli)
- Indore
- Chennai (IC, DLF)
- Coimbatore
- Warangal
- Noida (Candor)
- Bhubaneswar

We conducted a review and verification of data collection, collation, and calculation methodologies, and a general review of the logic of inclusion/omission of relevant information/data in the Report. Our review process included the following steps:

- Evaluation and assessment of the appropriateness of the quantification methods used to arrive at the non-financial/ sustainability information of the Report;
- Review of consistency of data/information within the Report as well as between the Report and source;
- Engagement through discussions with personnel at corporate level who are accountable for the data and information presented in the Report;
- Execution of an audit trail of claims and data streams, to determine the level of accuracy in collection, transcription, and aggregation;
- Review of data collection and management procedures, and related internal controls.

We used our professional judgement as Assurance Provider and applied appropriate risk-based approach, for determining sample for review of non-financial information for verification, which were conducted through a combination of physical and virtual mode. We gathered information and evidence as were necessary.

Inherent Limitations

There are inherent limitations in an assurance engagement, including, for example, the use of judgment and selective testing of data. Accordingly, there are possibilities that material misstatements in the sustainability information of the Report may remain undetected.

Exclusions

The assurance scope specifically excludes:

- Data and information outside the defined reporting period (1st April 2025 to 31st March 2026);
- Review of the 'economic and/or financial performance indicators' included in the Reports, specifically, the financial information based on which such indicators are reported; we have been informed by the Company that these are derived from the Company's audited financial records;
- The Company's statements and claims related to any topics other than those listed in the 'Scope, boundary and assurance criteria';
- The Company's statements that describe qualitative/quantitative assertions, expression of opinion, belief, inference, aspiration, expectation, aim or future intention.

Our observations

The sustainability disclosures of the Company, as defined under the 'Scope, boundary and assurance criteria', are fairly reliable and the Company has appropriately consolidated data from different sources at the central level. However, the Company may consider augmented processes for data management and internal verification, and documentation of materiality determination, for further enhancing accuracy and completeness of reported information.

Our above observations, however, do not affect our conclusion regarding the Report.

Our conclusions

Based on the scope of our review, we conclude that:

- Reasonable Assurance of GRI indicators (Appendix 1): Based on the procedures performed, the disclosures fulfil the principles of relevance, completeness, reliability, neutrality, and understandability as per relevant 'reasonable' assurance criteria;

- Limited Assurance of remaining GRI indicators (other than those included in Table of Appendix 1): Based on the procedures performed, nothing has come to our attention that causes us not to believe that the disclosures are presented fairly, in all material respects, in accordance with the relevant 'limited' assurance criteria.

Our assurance team and independence

BDO India Services Private Limited is a professional services firm providing services in Advisory, Assurance, Tax, and Business Advisory Services, to both domestic and international organizations across industry sectors. Our non-financial assurance practitioners for this engagement are drawn from a dedicated Sustainability and ESG Team in the organization. This team is comprised of multidisciplinary professionals, with expertise across the domains of sustainability, global sustainability reporting standards and principles, and related assurance standards. This team has extensive experience in conducting independent assurance of sustainability data, systems, and processes across sectors and geographies. As an assurance provider, BDO India Services Private Limited is required to comply with the independence requirements set out in the International Federation of Accountants (IFAC) Code of Ethics for Professional Accountants. Our independence policies and procedures ensure compliance with the Code.

For BDO India Services Private Limited

Dipankar Ghosh
Partner & Practice Leader| Sustainability & ESG
Business Advisory Services
Gurugram, Haryana
30 June 2026

Appendix 1: GRI Indicators covered for Reasonable Assurance

Sr. No.	Indicator Reference	Indicator Description
1	2-9	Governance structure and composition
2	2-23,24	Policy commitments and embedding
3	204-1	Proportion of spending on local suppliers
4	205-1	Operations assessed for risks related to corruption
5	302-1,2,3	Energy consumption within the organization
6	303-1,2,3,4,5	Water and Effluents
7	305-1,2,4,6	GHG emissions
8	306-1,2,3,4,5	Waste
9	401-2,3	Employment
10	403-1,2,3,4,5,6,7	Occupational Health and Safety
11	405-1	Diversity of governance bodies and employees
12	406-1	Incidents of discrimination and corrective actions taken
13	413-1	Operations with local community engagement, impact assessments, and development programs

Glossary

Acronym	Full form
AGM	Annual General Meeting
AI	Artificial Intelligence
AHU	Air Handling Unit
BMS	Building Management System
BRSR	Business Responsibility and Sustainability Report
CDP	Carbon Disclosure Project
CII	Confederation of Indian Industry
COO	Chief Operating Officer
CSAT	Customer Satisfaction Survey
CSR	Corporate Social Responsibility
CSS	Client Satisfaction Survey
CDO	Chief Delivery Officer
CRA	Climate Risk Assessment
CNG	Compressed Natural Gas
CO_2e	Carbon Dioxide Equivalent
DEI	Diversity, Equity, and Inclusion
DG	Diesel Generator
EBIT	Earnings Before Interest and Taxes
ECM	Electronically Commutated Motor
EHS	Environment, Health, and Safety
ERM	Enterprise Risk Management
ERR	Escalation Risk Review
ESG	Environmental, Social, and Governance
EU	European Union
EV	Electric Vehicle
GHG	Greenhouse Gas
GJ	Gigajoule
GRI	Global Reporting Initiative
HCM	Human Capital Management
HVAC	Heating, Ventilation, and Air Conditioning
HFC	Hydrofluorocarbon
IAR	Integrated Annual Report
iBCM	Integrated Business Continuity Management
ILO	International Labor Organization

Acronym	Full form
IFRS	International Financial Reporting Standards
ISAE	International Standard on Assurance Engagements
IUCN	International Union for Conservation of Nature
ISO	International Organization for Standardization
IVDP	Integrated Village Development Programme
KPI	Key Performance Indicator
LEED	Leadership in Energy and Environmental Design
LEAP	Locate, Evaluate, Assess, Prepare
MT	Metric Ton
MSME	Micro, Small and Medium Enterprises
NGO	Non-Governmental Organization
NGRBC	National Guidelines on Responsible Business Conduct
OECD	Organisation for Economic Co-operation and Development
PPA	Power Purchase Agreement
POSH	Prevention of Sexual Harassment
PwD	Persons with Disabilities
QBR	Quarterly Business Review
REC	Renewable Energy Certificate
RFI	Request for Information
REESCI	Resource Efficiency and Environmental Sustainability for Corporate Index
RFP	Request for Proposal
ROC	Risk Operating Committee
SDGs	Sustainable Development Goals
SBTi	Science Based Targets initiative
SCoC	Supplier Code of Conduct
TNFD	Taskforce on Nature-related Financial Disclosures
TCFD	Taskforce on Climate-related Financial Disclosures
UNGC	United Nations Global Compact
UPS	Uninterruptible Power Supply

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We welcome any feedback: sustainability@ltm.com
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