A Larsen & Toubro Group Company

LTM

LTM ESG Policy



1. Policy Statement

LTM acknowledges the significant impact its activities can have on local communities and the global environment. As such, we view the incorporation of Environmental, Social, and Governance (ESG) principles into our operations as a crucial element in realizing our vision. Our unwavering commitment to ESG is at the core of our organizational strategy, and this policy plays a pivotal role in aligning with our goal of conducting all our activities with minimal adverse impact. LTM is committed to adopting a systematic and integrated approach to sustainability, surpassing all applicable legal and regulatory requirements.

2. Background and applicability

LTM Limited (hereafter referred to as "LTM" or the "Company", which includes, whether individually or collectively LTM, its subsidiaries, associates, and joint ventures) has a rich legacy and transparent governance and disclosure practices. LTM consistently strives to align itself with the IT industry's best practices and leverage its resources, strengths, and strategies to become a global leader in software services. Simultaneously, LTM remains dedicated to upholding its core values of excellence, integrity, responsibility, unity, and understanding.

3. Roles and responsibilities

At LTM, the governance structure for sustainability and Corporate Social Responsibility (CSR) is structured across three levels:

- The Board of Directors
- Sustainability and CSR executive committee
- The internal Sustainability and CSR team

The Board of Directors is responsible for the sustainability/ESG agenda of the company and approval of the ESG policy.

The board-constituted Sustainability and CSR committee will monitor and oversee the progress of the sustainability and CSR policy and initiatives.

The internal Sustainability and CSR team will be responsible for implementing the policy initiatives across the company's operations. They will spread awareness regarding the approved ESG policy and guide operations to ensure that all ESG-related initiatives are aligned with LTM's ESG policy.

The ESG policy will be reviewed yearly. The signing authority of the policy statement is CEO.

4. Effective date

This policy has been in effect since 11 April 2023.

5. Scope and communications

This policy shall apply to LTM's operations, including LTM employees, LTM directors, and all other stakeholders (including but not limited to their agents, subcontractors, business partners, and representatives). The ESG policy is available on LTM's website and communicated to all our stakeholders through email and the company intranet.

6. Aims and objectives of the ESG policy

- To be considered as the benchmark of good practice for the delivery of ESG in the service industry
- To ensure that the ESG policy embraces and aligns with business ethics as stipulated in the LTM Code of Conduct (CoC)

LTM will aim for the following:

Environment

Our objective is to integrate green technologies that pave the way for a brighter future, with a focus on the following.

- Net zero emissions by 2040
- 85%+ renewable energy use by 2030
- 100% waste recycling by 2030
- Water positivity by 2030
- Scale our green tech offerings for clients

Social

We strive for technology that empowers everyone to thrive and grow.

- 40% women in the workforce and 15% in leadership by 2030
- Become the employer of choice for persons with disability, LGBTQ+, and veterans and a great place to work for all
- 50%+ localization in key offices by 2030
- Promote and create an ecosystem of diverse suppliers
- Impact more than four million lives positively in the community by 2030

Governance

We aim to foster technology that is more transparent and trustworthy.

- Diversify the board (across gender, nationality, and background)
- Link ESG to executive compensation

- Continue to train 100% of associates, partners, and suppliers on business ethics and data privacy
- Maintain robust compliance, integrity practices, and key certifications

7. Sanctions

Employees, workers, subcontractors, or business partners who suspect a breach in our policy must promptly report it to sustainability@ltm.com. The report will be escalated to LTM's Policies Group and investigated expeditiously. Sanctions may be imposed upon confirmation of a breach.

We strictly enforce a no-retaliation policy for whistleblowers who report incidents in good faith. Whistleblowers are assured of full anonymity, and any form of retaliation will not be tolerated.

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It's time to Outcreate

