

Anti-Fraud Policy

LTIMindtree (hereinafter referred to as the 'Company') conducts its business with the highest level of integrity and ethical standards and in accordance with all applicable laws. The Company is committed to provide and maintain a work environment that is free from fraud, bribe and corruption and empowers everyone to perform at their best. Such workplace inspires trust and allows everyone to contribute and succeed.

Company takes a zero-tolerance approach towards fraud and is committed to act in a transparent and fair manner, with integrity in all their business dealings and relationships crucial to safeguard market confidence and stakeholders' trust.

Company's Anti-Fraud Policy ('the Policy') has been formulated to provide a thorough mechanism for prevention, detection, and reporting of fraud that is alleged, suspected or detected. The Policy is designed to enable development and implementation of a system of controls that will facilitate in prevention and detection of fraud against the Company and providing response thereto. The Company views fraud as an extremely serious subject matter and encourages consistent organizational behaviour by providing guidelines, assigning responsibility for the development of controls for prevention and detection of frauds and conduct of investigations.

The Policy strives to achieve a proactive approach to manage prevention and detection of frauds and the risks associated with it. This includes implementation of robust policies and procedures, training & awareness among employees, establishing system controls, management oversight and periodic audits and independent checks by internal and external audit function.

The Policy is applicable to the Company, its subsidiaries and branches within and outside India.

This policy applies to any irregularity, or suspected irregularity, any suspected or detected fraud and applies to all stakeholders of the Company, including the Company's management, employees, business associates, vendors, customers and others doing business or having dealings with the Company (including persons appointed on ad-hoc/ temporary/contract-basis, trainees, apprentices as well as representatives of business associates, vendors, customers, and others doing business or having dealings with the Company) and is intended to cover both internal and external fraud.

About LTIMindtree

LTIMindtree is a global technology consulting and digital solutions company that enables enterprises across industries to reimagine business models, accelerate innovation, and maximize growth by harnessing digital technologies. As a digital transformation partner to more than 700 clients, LTIMindtree brings extensive domain and technology expertise to help drive superior competitive differentiation, customer experiences, and business outcomes in a converging world. Powered by 83,000+ talented and entrepreneurial professionals across more than 30 countries, LTIMindtree — a Larsen & Toubro Group company — combines the industry-acclaimed strengths of erstwhile Larsen and Toubro Infotech and Mindtree in solving the most complex business challenges and delivering transformation at scale. For more information, please visit <https://www.ltimindtree.com/>