

LTI Mindtree Foundation

Annual Report 2023–24



LTIMindtree Foundation

Our culture and philosophy of giving is deeply rooted in the way our first logo was designed. Way back in 1999, we approached the children at the Spastics Society of Karnataka (SSK) to design our visual identity. Children with cerebral palsy are often blessed with fine minds that are trapped in a disobedient body. Yet, they have brave, creative minds and some of them are extremely gifted artists.

LTIMindtree leadership team stood in front of ten young students of the SSK and gave a brief about LTIMindtree brand. Some of the students were in wheelchairs, some had to be carried and some barely managed to stand on their unwilling legs. But they listened with magical spark in their eyes. These children, boys and girls between ages of 13 to 20, understood our Mission, our Vision and our Core Values.

Two weeks after the first meeting with our young friends, we were flooded with several possible options. The one that clearly stood out was the work of 17-year-old K. S. Chetan. Chetan has a form of cerebral palsy that denies him coordinated limb movement and affects his speech. But his brilliant mind overcame all odds. In one skyward blue brush stroke, Chetan depicted boundless imagination. He surrounded the skyward blue brush stroke with yellow dots, pretty much like a tree in bloom. To him, the yellow dots symbolized "bubbles of joy".

Today, LTIMindtree Foundation takes the story forward and is the custodian of the logo.



Strengthening Communities for Lasting Impact

At LTIMindtree Foundation, we are driven by a powerful vision: a future brimming with opportunity and inclusivity. We are dedicated to creating lasting change through our commitment to community development and sustainability.

Education, healthcare, and sustainable livelihoods are the cornerstones of our mission. We believe in fostering self-reliance and skill development, for these are the seeds from which flourishing lives and communities grow. This year's Annual Report, themed Shaping the Future: Inspiring Stories of Transformation, showcases the fruition of LTIMindtree Foundation's progress.

LTIMindtree Foundation has been supporting initiatives that have achieved remarkable success in various community empowerment initiatives and fostering environmental sustainability.

However, we cannot rest on our laurels. Each year, we strive to raise the bar, innovate, and deepen our impact to address society's evolving challenges.

With our sights set on the future, our focus is on building happy and inclusive communities. Through concerted efforts in community development, we strive to spark positive change and leave a significant mark. I extend my deepest gratitude to our team, volunteers, and partners for their exemplary support throughout our endeavors.

Let us continue to #BeTheGiveR and shape a better tomorrow.

– S. N. Subrahmanyam

Chairman & Managing Director, Larsen & Toubro Limited
Chairman, LTIMindtree



Guided and Supported by



Apurva Purohit
Independent Director



Sanjeev Aga
Independent Director



Driving Collective Growth for a Better Future

At LTIMindtree, we solve to unleash possibilities. And this purpose is only truly fulfilled when we apply it holistically—to people, planet, and profit. We recognize how these three aspects are interconnected and our commitment to them is unwavering.

In a year marked by unprecedented challenges across our industry landscape, the LTIMindtree Foundation has steadfastly focused on creating long-term impact across all initiatives. We continue to pursue excellence in managing our environmental impact and caring for our people, customers, and communities. This approach, grounded in our vision for a sustainable future, reflects not just our response to the immediate but also our dedication to the profound and lasting changes that result from our actions.

In 2023, we were placed in the top 5% among 23,000+ companies on the CDP global leaderboard for climate change and won the prestigious Golden Peacock Award 2023 for our sustainability efforts. LTIMindtree was also certified as a Great Place to Work in the US, the UK, France, and Poland in 2023. These awards validate our consistent efforts in building a sustainable environment and an inclusive workspace where every individual feels valued, respected, and empowered, regardless of gender and other differences.

With a strategic emphasis on uplifting communities through focused interventions, we have moved from one zone to the next, creating waves of positive change that ripple through societies. "Shaping the Future: Inspiring Stories of Transformation," the theme of this report, is a testament to these efforts and the incredible journeys of those we have touched.

Looking ahead, our aspirations for 2030 are ambitious, yet grounded in the reality of our collective potential. On the environmental front, we are building on our achievement of being 2.8 times water-positive, setting our sights on becoming carbon neutral by 2030.



Socially, we aim to empower our workforce with greater gender and regional diversity, reinforcing our belief in inclusivity at every level of our operations. By 2030, We plan to have 40% women in the workforce, 15% women in leadership, and over 50% local nationalities in all major countries where we do business. And we will continue to uphold the highest standards of governance, ethics, and data privacy for all our associates, partners, and suppliers.

Our achievements are the shared outcome of our passionate team members, volunteers, and partners who have walked this path with us. Their relentless support and dedication have been instrumental in our success, turning visionary ideas into tangible outcomes that touch lives and inspire change.

Our resolve to build a more equitable and sustainable future for change has never been stronger. And together, we move forward with compassion and purpose.

– Debashis Chatterjee
CEO & Managing Director

Driving Sustainable Change from Vision to Impact

The growing significance of business responsibility shapes modern sustainability trends, translating philosophy into impactful actions for companies and stakeholders. The global shift towards the importance of sustainability is accelerating, highlighting the intrinsic connection between business progress and ESG outcomes.

Imagine a future where sustainability becomes a way of life. We have been at the forefront of that vision for a while now. We have dedicated ourselves to empowering marginalized sections of society, ensuring their success by building an equitable future for all and thriving in sustainable practices.

In FY2023-24, our social investments reached nearly 600,000 individuals through partnerships with 57 non-governmental organizations. These investments drive projects across education, digital literacy, healthcare, environmental sustainability, and livelihood opportunities for underrepresented sections of society.

We are pioneering sustainable workplaces of the future and have implemented 'Smart Spaces,' our in-house smart building solution. This includes an energy command center and an intelligent building management system aimed at achieving net-zero goals for emissions, water, and waste.

In alignment with our pledge to sustainability, our key initiatives aim to achieve 5X water positivity by 2030. Several efforts aimed at mitigating water usage and achieving a balance include reducing freshwater consumption, expanding the use of recycled water, implementing rainwater harvesting at LTIMindtree campuses, and setting up water harvesting facilities to support farming and increase farmers' income through enhanced crop yields. Moreover, we reached a milestone of supporting approximately four million saplings, including trees and mangroves, across regions in India.

In addition to our CSR efforts, Diversity, Equity, and Inclusion stand as a crucial pillar in cultivating an inclusive environment that fosters creativity, collaboration, and mutual respect.



To nurture these values, we prioritize the assimilation of new joiners, implement best-in-class policies and equitable benefits, and concentrate our efforts on diversity hiring.

Ethics form the foundation of our work at LTIMindtree, driving our commitment to transparency and accountability. Our robust principles guide operational excellence and decision-making, setting higher benchmarks for corporate governance across our entire ecosystem.

Our latest report, "Shaping the Future: Inspiring Stories of Transformation," resulting from our on-the-ground initiatives, demonstrates our commitment to society. In fact, by 2030, our goal is to impact over 4,000,000 lives. We are excited to continue building relationships with communities and making a real difference together. As we move forward, each step brings us closer to a future where positive change is not just a goal but a shared reality for all.

– Paneesh Rao
Global Head of Sustainability

Ripples of Change: Thriving Together

Welcome to a journey of transformation, resilience, and hope. This year's Annual Report themed "Shaping the Future: Inspiring Stories of Transformation," encapsulates the inspiring stories of individuals whose lives have been positively impacted by LTIMindtree's Corporate Social Responsibility (CSR) activities. These narratives are not just tales of success; they are powerful testimonies of the human spirit and ingenuity thriving against the odds.

Imagine a woman launching her own Kalamkari business, providing for her family, and achieving financial independence. Picture a village where kitchens are revolutionized with eco-friendly chulhas, contributing significantly to climate-smart living. Envision an athlete overcoming challenges to win Gold in the Paralympics. See communities coming together to conserve forests and farmers embracing sustainable farming practices. Witness numerous students accomplishing their educational dreams. Each story within these pages exemplifies the profound impact of LTIMindtree's commitment to four fundamental pillars of social progress:



At LTIMindtree, our success is measured not just by financial metrics but also by the care, compassion, and effort we invest in creating meaningful change. Our CSR philosophy is a testament to this belief, fostering a transformative space where ideas, technology, innovation, and human energy converge to drive social progress.

Here's a glimpse into our efforts:



The LTIMindtree Foundation operates on the principle that sustainable progress stems from the convergence of purpose, care, and impact. It is at this intersection that communities thrive, businesses flourish, societies prosper, and life takes on new meaning.



Our Vision

Inspire every individual to #BeTheGiveR and transform underprivileged communities into givers.



Our Mission

Helping societies flourish.

As you turn these pages, may you find inspiration in the stories of transformation and the collective efforts that propel our CSR initiatives. Together, we can continue to build a truly better future, faster.



CSR Projects

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Pedagogy/Grade Learning/Foundation Skills



FOCUS AREA

Education



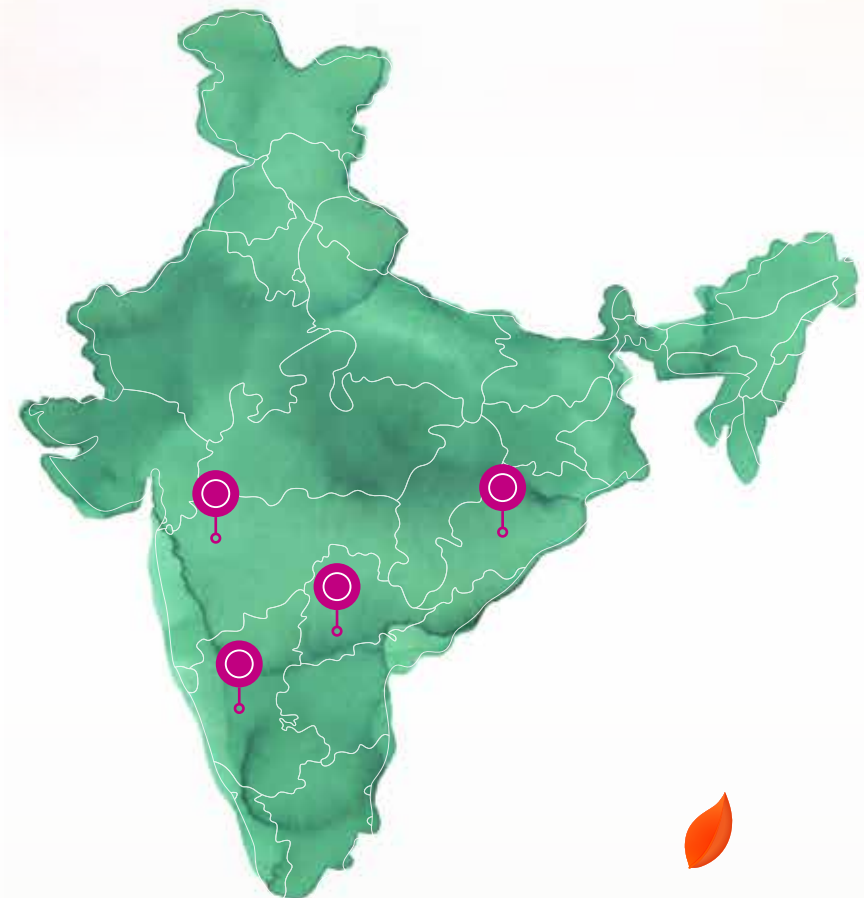
NGOs

- India Literacy Project
- Gubbachi Learning Community
- Sikshana Foundation
- Swami Vivekananda Youth Movement
- Sesame Workshop India Trust
- Room To Read India Trust



STATES

- Karnataka
- Maharashtra
- Telangana
- Odisha



1

ASPIRATIONAL DISTRICT



63,344

BENEFICIARIES



This project aims to address the critical need for strong educational foundations among school students. We recognize that acquiring fundamental skills in literacy and numeracy is crucial for their overall academic growth and future success. Through this project, we are committed to providing them with the necessary tools and support to excel in their educational journey.

We employ various strategies to achieve our goals, including Early Childhood Care and Education (ECCE) programs, bridge courses, smart classrooms, and reading initiatives. ECCE programs create a strong foundation during the early years of a child's education, fostering their cognitive, social, and emotional development. By investing in these programs, we ensure that students start their educational journey on the right path.

Bridge courses play a pivotal role in bridging the learning gaps and enabling students to catch up to their grade-appropriate level.

These courses provide targeted instruction and focused support, addressing individual learning needs and helping students acquire the necessary skills to succeed academically.

We also leverage technology through smart classrooms, creating an engaging and interactive learning environment. By integrating digital tools and resources into the classroom, we enhance the learning experience, making it more immersive and accessible. Smart classrooms equip students with digital literacy skills and enable them to explore new avenues of knowledge.

In addition, our reading initiatives promote a culture of reading and enhance language skills among students. We establish libraries, organize book drives, and conduct reading sessions to foster a love for reading and improve comprehension abilities. By nurturing a passion for books and literature, we empower students to become lifelong learners.



Digitalization/STEM



FOCUS AREA
Education



- NGOs**
- Agastya International Foundation
 - Evidyaloka Trust
 - Muskaan Dream Creative Foundation Samiti
 - Pratham Infotech Foundation
 - Bhavishya Bharat



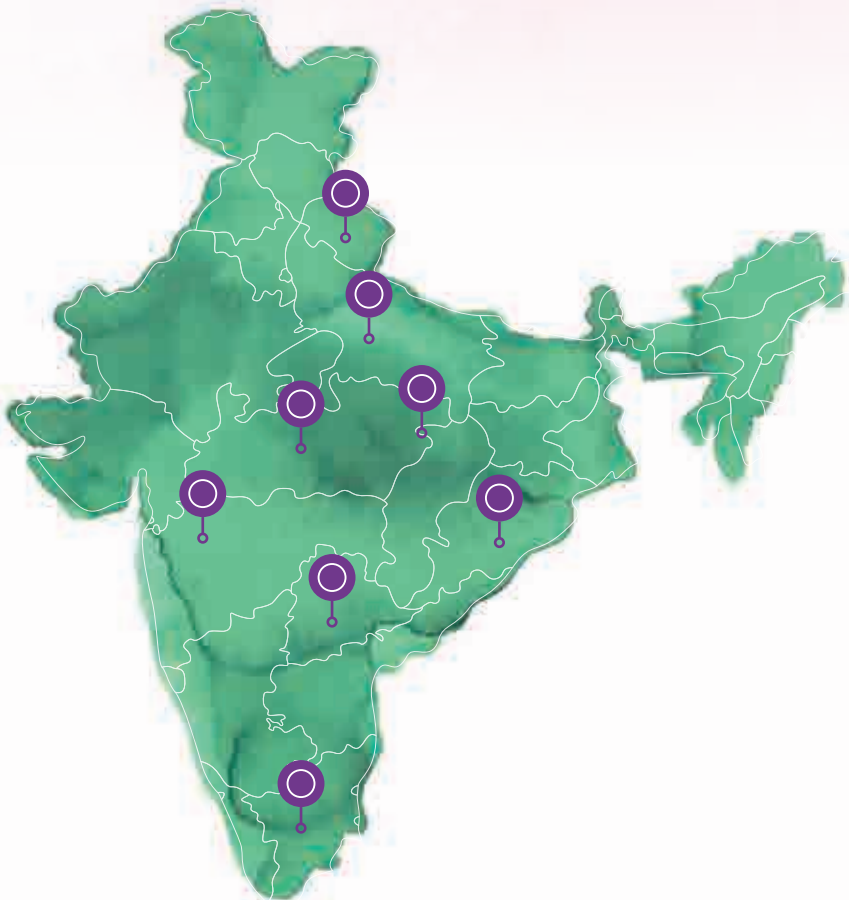
13
ASPIRATIONAL DISTRICTS



2,73,803
BENEFICIARIES



- STATES**
- Uttar Pradesh
 - Maharashtra
 - Telangana
 - Tamil Nadu
 - Uttarakhand
 - Jharkhand
 - Odisha
 - Madhya Pradesh





In this initiative, we empower school students and foster their growth in science, technology, engineering, and mathematics (STEM). This project aims to equip students, particularly those from underprivileged backgrounds and government schools, with essential STEM skills, digital literacy, and improved learning outcomes through various innovative approaches.

To provide students with an experiential science education that goes beyond traditional classroom learning is the primary goal of the Digitalization/STEM project. We believe in the power of hands-on experiences, experiments, and practical applications to ignite curiosity, spark creativity, and cultivate a deep understanding of scientific concepts. We create an environment where students can explore, question, and discover the wonders of science through interactive workshops, laboratory sessions, and engaging activities.

We leverage virtual classrooms and digital infrastructure to enhance the learning experience to recognize the transformative potential of technology in education, integrating technology-enabled teaching methods that opens doors to a world of knowledge and resources, breaking down barriers to access and promoting inclusive education.

We equip students and teachers with the necessary digital skills to navigate the digital age and leverage technology as a tool for learning and growth through our ICT training.

Our focus on underprivileged students and government schools stems from our commitment to bridging the digital divide and ensuring equal opportunities for all. We strive to provide access to quality education, resources, and infrastructure that these communities might otherwise lack. By nurturing talent, fostering curiosity, and instilling confidence, we aim to empower students to pursue STEM careers and unlock their full potential.

The Digitalization/STEM Project is a testament to our belief in the transformative power of education and technology.

Story of Transformation

Curiosity Unleashed: Prashit Wakode's Journey with Agastya and LTIMindtree



Prashit Sudhakar Wakode

Age 13 Class 7

PCMC Boys School in Moshi



Prashit Sudhakar Wakode is a 13-year-old student at PCMC Boys School in Moshi who aspires to be an army officer. His dedication to education and passion for science have been greatly influenced by his experiences with Agastya.

Prashit says, "Science is a challenging subject, and there are times when I don't understand the meaning of certain words. Agastya has helped me understand the basics of science, and I feel comfortable asking questions with my instructors."

Working in teams during Agastya sessions has been a positive experience for him. He states, "I feel very good working in a team because, in a team, each of us gets a chance to experiment one by one. I learned how plasma models work, such as the presence of neon gas, and in computer sessions, I understood why we don't use CPUs but instead work with Raspberry kits. It's all fascinating. Agastya sessions have been incredibly helpful. "





Education Scholarship



FOCUS AREA
Education



STATES
• Pan India



NGOs
• LTIMindtree Foundation
• Muskaan Dream Creative Foundation Samiti



3
ASPIRATIONAL DISTRICTS



498
BENEFICIARIES



Education Scholarship is one of our impactful initiatives. This project aims to fulfill the educational needs of deserving students by providing scholarships, skills training, and academic support, enabling them to pursue higher education and unlock their full potential.

The Education Scholarship Project is driven by our belief in the transformative power of education and the importance of equal opportunities for all. We recognize the barriers faced by students from disadvantaged backgrounds, including those with disabilities, and create a pathway to success by addressing their specific needs.

Through our Education Scholarship Project, we provide financial assistance to deserving students, enabling them to access quality education and pursue their academic aspirations. By alleviating the financial burden, we aim to create an environment where students can focus on their studies and seize opportunities for personal and intellectual growth.

In addition to scholarships, we emphasize skills training to equip students with the necessary competencies for the modern workforce. Through tailored training programs, we enhance their employability and prepare them for the challenges of the professional world. By focusing on both academic and practical skills development, we strive to empower students to thrive in their chosen fields.

Academic support is a critical component of the Education Scholarship Project. We provide mentoring, tutoring, and guidance to students, ensuring they receive the necessary advice to excel academically.

Our mentors and tutors work closely with the students, offering personalized assistance and fostering a supportive learning environment.

Our commitment extends beyond individual students. We create a holistic ecosystem supporting underprivileged students' academic journey through collaborations with educational institutions and community organizations. By fostering partnerships and leveraging collective resources, we amplify our impact, reaching a more comprehensive network of students and promoting sustainable change.

The Education Scholarship Project is a testament to our dedication to social responsibility and our belief in the power of education to break the cycle of poverty and transform lives.



Story of Transformation

Healing Hands

Our Dream to Reality (D2R) project is dedicated to turning children's educational aspirations into achievable realities. Through this initiative, students are awarded scholarships to pursue various undergraduate and postgraduate courses, empowering them to follow their academic passions.

One compelling story from Kanakapura highlights the transformative impact of the D2R project. Four students, brimming with dreams of a career in medicine, faced disappointment when they did not pass the NEET examination. Despite this setback, their resolve to pursue a future in the medical field remained unshaken. Determined to continue their education in healthcare, these students enrolled in the prestigious NH Nursing College in Bengaluru in 2018, embarking on a four-year BSC physiotherapy course.

Initially, they faced significant challenges, especially with their limited proficiency in English. However, their determination, combined with continuous encouragement and financial support from the LTIMindtree Foundation, paved the way for their remarkable journey.





Today, those once-determined students have transformed into accomplished doctors. They have successfully completed their BSC in physiotherapy. Their journey from struggling to master a new language to becoming esteemed professionals in the medical field encapsulates the very essence of the D2R projects' mission.

This story is a vivid illustration of how the D2R project turns dreams into reality. It underscores the importance of providing comprehensive support to young minds, enabling them to overcome barriers and achieve their goals. Through initiatives like these, the LTIMindtree Foundation continues to inspire and empower future generations, transforming lives and creating a lasting impact in communities.



Infrastructure



FOCUS AREA
Education



STATES

- Odisha
- Karnataka

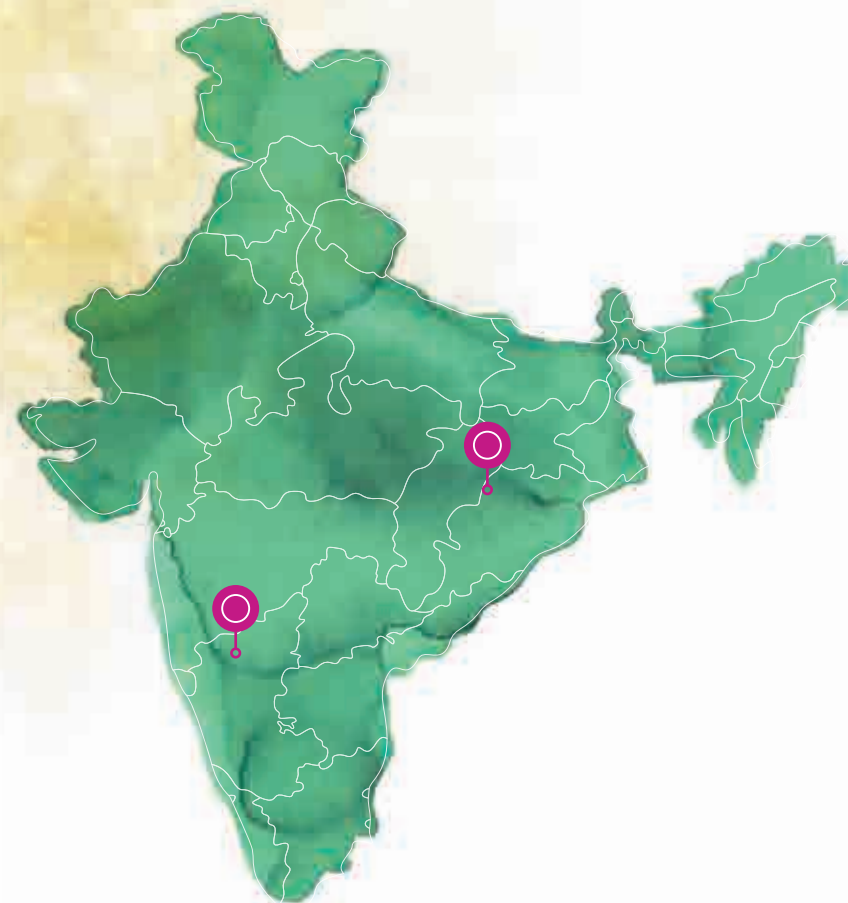


NGOs

- Rural Lifeline Trust
- National Agro Foundation



650
BENEFICIARIES



This initiative encompasses the completion of hostel construction and the renovation of rural school infrastructure, including classrooms, toilets, and water supply systems. It focuses on improving infrastructure facilities for underprivileged students.

The Infrastructure Project aims to address the significant challenges underprivileged students face in accessing quality education due to inadequate infrastructure facilities. By investing in the development and enhancement of infrastructure, we strive to create an enabling environment that supports their educational journey.

By completing hostel construction, we provide a safe and conducive living space for students who may come from distant areas. We provide comfortable and secure accommodations and minimize barriers to education, allowing students to focus on their studies and pursue their academic aspirations more easily.

Additionally, renovating rural school infrastructure is vital in creating conducive learning environments. We focus on improving classrooms, ensuring they are well-equipped and designed to facilitate effective teaching and learning experiences. We aim to enhance hygiene standards and promote a healthy educational environment by upgrading facilities such as toilets and water supply systems.

Our Infrastructure Project is driven by a commitment to bridging the infrastructure gap and providing equal opportunities for all students, regardless of their socio-economic background. We collaborate with local communities, educational institutions, and relevant stakeholders to ensure the successful implementation of these infrastructure improvements.



IT/ITeS Skills



FOCUS AREAS

Empowerment and Education



STATES

- Maharashtra
- Karnataka
- Telangana
- Rajasthan
- West Bengal
- Uttarakhand
- Jharkhand
- Odisha



NGOs

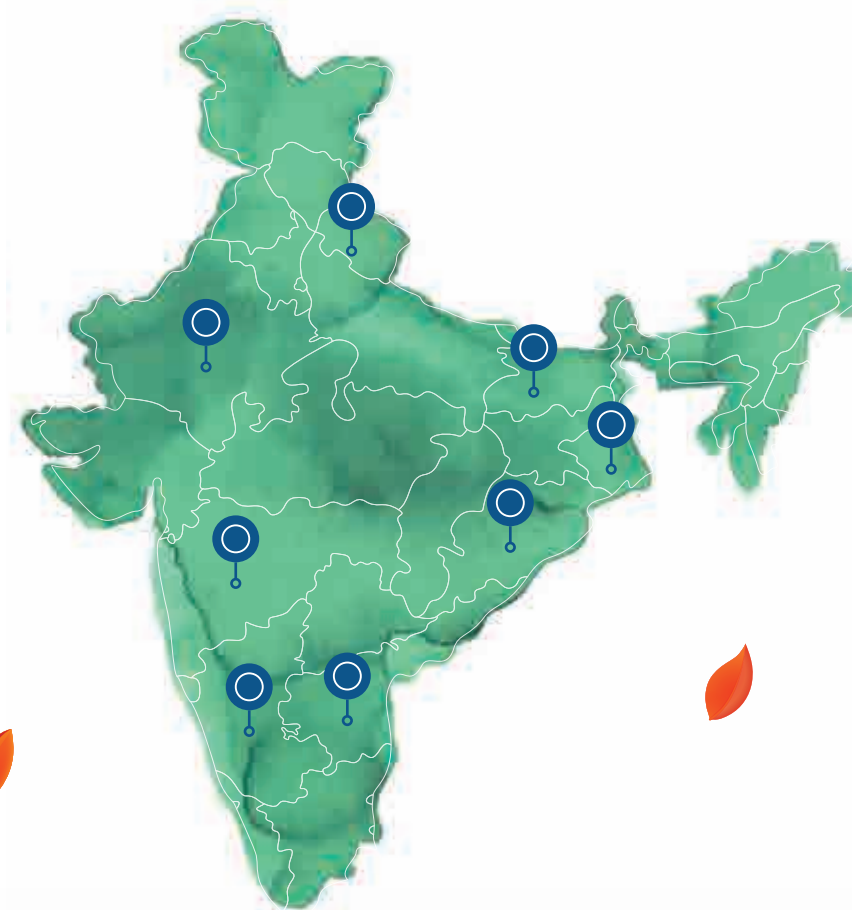
- Friends Union for Energising Lives
- Edunet Foundation
- Lok Bharti Education Society



4
ASPIRATIONAL DISTRICTS



1,699
BENEFICIARIES





Through our IT/ITeS Skills Project, we empower marginalized youth, particularly school dropouts from underprivileged families. This initiative aims to provide comprehensive training in various IT/ITeS, including software development, AI/Python, and core Java.

Through IT/ITeS skills, we are bridging the gap between education and employment. By providing these young individuals with industry-relevant skills, we are creating opportunities for them to start entry-level careers in the IT and IT-enabled service sectors. Our focus on underprivileged youth ensures that those who may have faced obstacles in accessing quality education or lacked resources can now aspire to build successful careers in information technology.

We work with educational institutions, industry experts, and a wide network of partners to create and offer comprehensive training programs that cater to the changing requirements of the IT/ITeS industry. Our trainers offer guidance, mentorship, and practical learning opportunities to help participants reach their full potential.

The impact of IT/ITeS Skills extends beyond the individuals involved. By empowering marginalized youth, we contribute to the overall socio-economic development of communities. As these individuals secure employment, they become catalysts for change, uplifting their families and inspiring others in their communities to pursue similar opportunities.

Story of Transformation

Deepak, Hyderabad, Placed with Horizon Solutions as Hardware Network Engineer



Hailing from Banaswada, Deepak's life took a tumultuous turn after his father's untimely death. Left to navigate financial hardships alongside his mother and grandparents, Deepak's dreams of pursuing higher education seemed shattered.

Despite facing challenges, Deepak found the Certificate Program in Information Technology (CPIT) offered by Edunet (partnered with the LTIMindtree Foundation) to be a viable alternative for pursuing his dreams. Initially aspiring to be an electrical engineer, he discovered CPIT's ITeS program covering networking, hardware, software, and computer skills to be a refreshing curriculum compared to conventional education. Deepak appreciated the innovative and practical teaching methods and expressed his enthusiasm for the program by stating, "This is the right way to learn new skills."

Today, Deepak embarks on a new chapter after landing a networking technician role through the CPIT program. He credits his success to the interview training provided by the program, stating it was crucial in securing his new position.

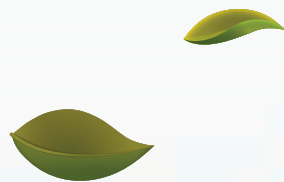
Story of Transformation

You don't need expensive degrees to excel in life!

Vijaylaxmi was born into a farming family in Malgundi village. After 10th grade, she could not afford to study and was convinced that she cannot find any job in this competitive world.

Then came the CPIT program—an opportunity Vijaylaxmi initially viewed as a chance to gain basic computer literacy and a stipend. However, once she joined the program, she discovered that it offered not only relevant tech skills but also the flexibility to choose between topics of her interest, such as ITeS and full-stack development tracks. Intrigued by the hardware aspect of technology, she dived into the ITeS track. "I had no idea how interviews work. We were taught from scratch and were prepared to face professional environments and situations," she says. Vijaylaxmi felt confident in her job interviews. She has now landed a job in hardware, a field she has grown fond of during the program.

Vijaylaxmi stated, "CPIT shattered the belief that expensive degrees are the only path to professional success. It provided me with a rare opportunity to excel despite dropping out of 10th grade. I want to make the most of it now."



Community Development



FOCUS AREA

Empowerment



STATE

- Gujarat



NGO

- Larsen And Toubro Public Charitable Trust



22,283

BENEFICIARIES



As part of our commitment to positively impacting society, we have launched an initiative called Community Development. This comprehensive, integrated rural development program encompasses 11 villages, aiming to uplift the lives of farmers and youths, foster learning opportunities, improve health conditions, reduce migration, and ultimately make these villages self-reliant.

The Community Development project addresses the multifaceted challenges faced by rural communities, recognizing the importance of holistic development for sustainable progress. Our efforts are focused on empowering farmers and youths with the necessary resources, knowledge, and skills to enhance their income and livelihood prospects.

Through targeted interventions and capacity-building initiatives, we aim to equip individuals with agricultural techniques, modern farming practices, and entrepreneurial skills that enable them to thrive in their local environment.

Education and learning play a pivotal role in our project, as we firmly believe in the power of knowledge to transform lives. We strive to improve access to quality education, establish learning centers, and provide educational materials and resources to foster a culture of continuous learning and skill development among the community members.

Health is another key aspect of our Community Development Project. We prioritize the well-being of individuals by promoting healthcare awareness, organizing medical camps, facilitating access to healthcare facilities, and implementing preventive measures to address prevalent health challenges in these rural areas.

In addition, we aim to reduce migration by creating viable economic opportunities within the villages. By encouraging entrepreneurship, supporting local industries, and facilitating market linkages, we strive to strengthen the local economy, uplift livelihoods, and ultimately reduce the need for migration in search of better prospects.



Disability Interventions



FOCUS AREAS

Empowerment,
Education, Health &
Nutrition, Advocacy



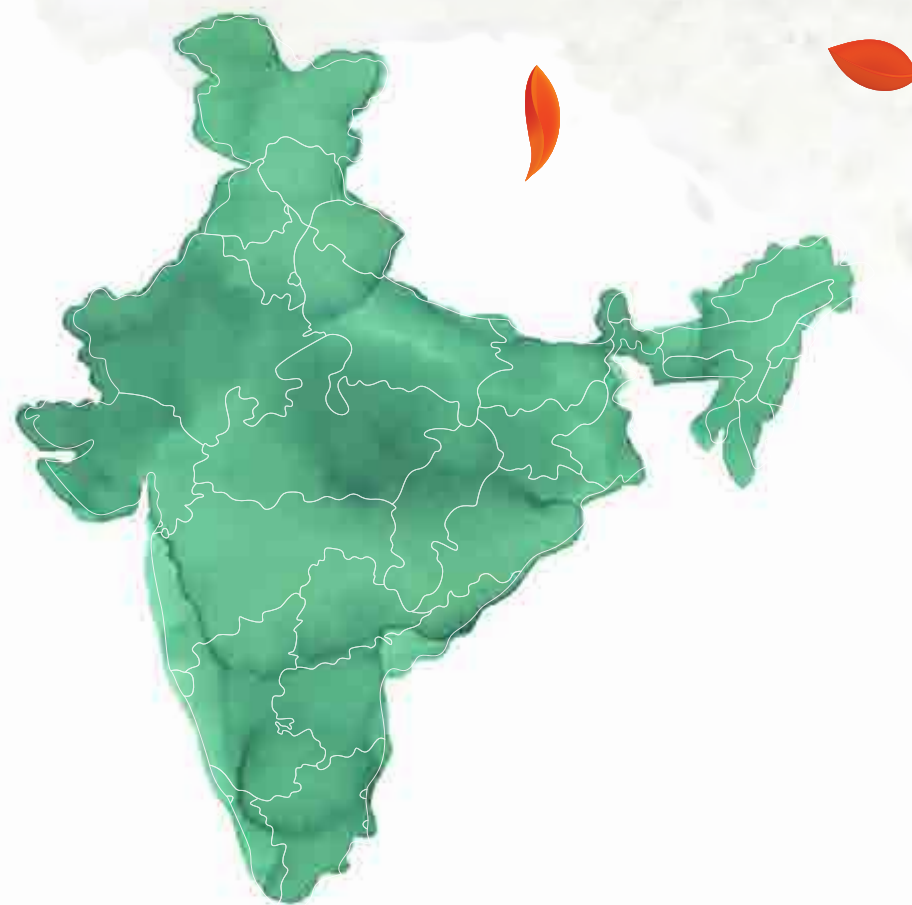
NGOs

- The Association of People with Disability
- The Spastics Society of Tamilnadu
- S D Foundation
- Amba
- Centurion University of Technology and Management
- CBM India Trust
- Narayana Hrudayalaya Charitable Trust
- Cure International India Trust
- Seva in Action
- National Centre for Promotion of Employment for Disabled People
- Foundation for Promotion of Sports and Games



STATES

- Pan India



10

ASPIRATIONAL DISTRICTS



26,123

BENEFICIARIES



We empower persons with disabilities (PwD) across India through our comprehensive project, Disability Interventions. This initiative encompasses a range of interventions aimed at providing holistic support and opportunities for PwD.

Through our healthcare, education, therapy, livelihood, and social security programs, we strive to enhance the quality of life and promote inclusivity for PwD. Our focus extends beyond mere assistance and encompasses rehabilitation, enabling individuals to lead independent and fulfilling lives.

As a part of our Disability Interventions initiative, we engage in various activities that cater to the diverse needs of the PwD community. This includes building inclusive parks and creating accessible spaces that foster recreation and social interaction for individuals with disabilities. Additionally, we provide specialized treatment for conditions such as thalassemia and clubfoot, ensuring that individuals receive the necessary medical support for their specific requirements.

Our commitment to inclusivity extends to community-based rehabilitation. We work closely with local communities to develop support networks and ensure equal opportunities for persons with disabilities. Additionally, we emphasize skills development by offering training programs that enable individuals to acquire employable skills and gain economic independence.

To promote active participation and recognition, we engage children with disabilities in quiz programs that encourage intellectual growth and foster achievement. Furthermore, we sponsor awards that acknowledge and appreciate individuals who contribute to the employment and empowerment of persons with disabilities, thus promoting a culture of inclusivity within society.

Story of Transformation

All-Inclusive Sensory Park !



Ananda Mela is an all-inclusive sensory park built as a CSR initiative by LTIMindtree. Local communities have praised the park, calling it one of the best they've encountered. It's not just a playground; it's a place where fun meets therapy. Information boards explain how each piece of equipment can aid in a child's development. The vibrant colors and abundant shade trees create a joyful and welcoming atmosphere. The park is divided into three zones: a sensory play area, an inclusive play area, and an open amphitheater. It also has a special swing for people in wheelchairs. One need not get out of the wheelchair; the wheelchair can go in, and one can swing normally. Other educational tools like abacuses and charts are available in Braille for the visually impaired.

"There was a need for people with disabilities to have a space of their own. There were no gardens or play areas available to them. After sharing our idea, we were allotted an acre at Cubbon Park, a state-run park in Bangalore. The project turned out very well, so we decided to create similar parks in other cities as well."
- Paneesh Rao, Chief Sustainability Officer at LTIMindtree.

Story of Transformation

Champions Crowned: Sachin Khilari and Mariyappan Thangavelu Triumph Over Reigning Paralympic Champions to Win Gold

India achieved its best-ever performance, winning 17 medals and finishing 6th on the medal table at the 2024 World Para Athletics Championships in Kobe, Japan. We contributed our CSR initiatives towards the training of ten para athletes supported by OGQ, a sports-focused NGO co-founded by Geet Sethi and Prakash Padukone in 2001.

We are happy to announce that OGQ supported 13 of India's 17 medal winners and four of its six gold medal winners. OGQ provides coaching, sports equipment, nutrition, psychological support, and injury management to help Indian athletes achieve their dreams.

34-year-old Sachin Khilari hails from Karagani village in Maharashtra's Sangli district. He suffered a mishap during his school days, leading to disability in his left hand. It was a proud moment to witness Sachin set a new Para Asian Record in the Men's Shot Put F46 Finals with the best throw of 16.30 meters.

To add to the happiness, Mariyappan Thangavelu, the 2X Paralympic medalist, became the World Champion in Men's High Jump T42. OCG supported Mariyappan's training, and Field Coach Jeremy Fischer greatly helped him win the championship title. Congratulations to all Paralympic champions!



Art and Handicraft Skills



FOCUS AREA

Empowerment



NGO

Tisser Artisans Trust



STATES

- Andhra Pradesh
- West Bengal
- Odisha
- Rajasthan
- Bihar
- Karnataka



4,900

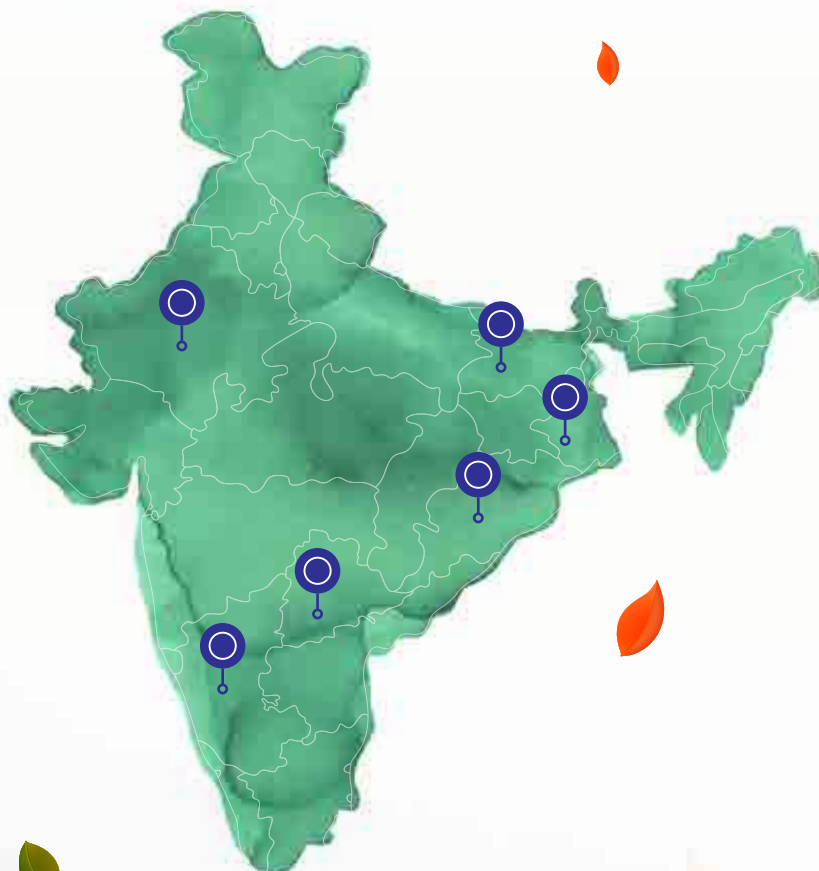
BENEFICIARIES

This initiative aims to assist artisans in forming clusters and a producer company by providing training, improving marketing, and integrating them into the value chain.

We equip artisans with essential tools, skills, and resources to succeed in today's competitive market.

Upskilling artisans is a critical aspect of our project. This involves enabling them to enhance their craftsmanship and develop new techniques. We provide training and capacity-building programs to equip artisans with the knowledge and skills needed to create high-quality products that meet market demands.

We understand the significance of effectively integrating artisans into the value chain. Through strategic collaborations and partnerships, we aim to improve their access to larger markets and distribution channels, thus ensuring sustainable growth for their businesses. By enhancing their design capabilities, improving digital connectivity, and fostering financial literacy among artisans, we empower them to make informed decisions and seize growth opportunities.





In addition, our project is dedicated to strengthening the brand visibility of artisans, empowering them to exhibit their distinctive products and stories to a wider audience. Through specific marketing strategies and promotional efforts, we strive to increase recognition of their skills, draw in customers, and establish long-term market demand for their products.

The ultimate goal of our project is to foster sustainable growth and improve the socio-economic well-being of artisans. We strive to create an ecosystem that nurtures their talents, preserves traditional art forms, and ensures a dignified livelihood for artisans and their communities.



Story of Transformation

Empowering Kalamkari Artisans



The Women Artisans Project, supported by LTIMindtree and implemented by the Tisser Artisans Trust, has profoundly impacted the lives of numerous women. Witnessing these transformative changes is truly heartwarming.

Our initiative transformed the life of Smt. P. Nagamani, a 49-year-old woman. Nagamani's journey is a testament to resilience and the power of opportunity. In 2005, she faced a devastating blow when she unexpectedly lost her husband. Suddenly, she found herself as the sole provider for her two children, a daunting responsibility she shouldered.

Nagamani turned to Kalamkari artistry, a traditional Indian art form, to make ends meet. For fifteen years, she toiled as a Kalamkari laborer. However, her earnings barely reached Rs.4,000 per month. This small income was insufficient to cover their expenses, leaving Nagamani constantly worried about their future.

Everything changed when Nagamani joined the Sri Padmavathy Women's Cooperative, which was part of the Women Artisans Project.

The project aims to empower women artisans by providing them with the skills and resources needed to become successful entrepreneurs. Nagamani embraced this opportunity wholeheartedly. She attended design classes that not only honed her existing skills but also introduced her to new techniques and trends in the world of Kalamkari.

With newfound confidence, Nagamani launched her own business. The Women Artisans Project provided her with the necessary raw materials, enabling her to create stunning Kalamkari dupattas and sarees. Her dedication and artistic talent quickly began to shine through her work. What was once a struggle to make ends meet transformed into a flourishing business. Today, Nagamani earns up to Rs.10,000 per month.

The Women Artisans Project's success lies in its holistic approach. It doesn't merely provide training but also provides continuous support and access to markets, enabling these women to thrive. This initiative has created a ripple effect in their communities, inspiring other women to embrace entrepreneurship and self-reliance.

Smt. P. Nagamani's transformation from a struggling laborer to a successful businesswoman underscores the profound impact of the Women Artisans Project. This initiative is changing lives, one artisan at a time.

Story of Transformation

Weaving Dreams



Smt. B. Latha is a weaver from Bangaru Peta Village of Kalahasthi Rural Mandal. She comes from a family of weavers. She received initial training in weaving from her parents. She got married to Mr. Tarak, who also comes from a family of weavers, and they have two children who are studying in the local school.

Despite her husband's weaving work, their family still faced financial difficulties and could not cover all their expenses. To address this, Smt. B. Latha started working as a daily laborer in Kalamkari saree making. Through training provided by the Sri Padmavathy Women Mutually Aided Cooperative Consumers Stores (SPCCS) as part of the Women Artisans Project, she gained the skills to start her own business and become an entrepreneur.

She used to earn Rs. 5,000, and now she is earning up to Rs. 10,000 per month. Her future aspiration is to grow her business by acquiring more orders and providing work to other women from her community and helping them earn a livelihood.



Livelihood Skills and Ultra Poverty Eradication



FOCUS AREA

Empowerment



STATES

- Odisha
- Karnataka
- West Bengal
- Assam
- Mizoram
- Meghalaya
- Arunachal Pradesh



NGOs

- Centurion University of Technology And Management
- Swami Vivekananda Youth Movement
- Beem Rural Development Organization
- Nudge Lifeskills Foundation
- Don Bosco Tech Society



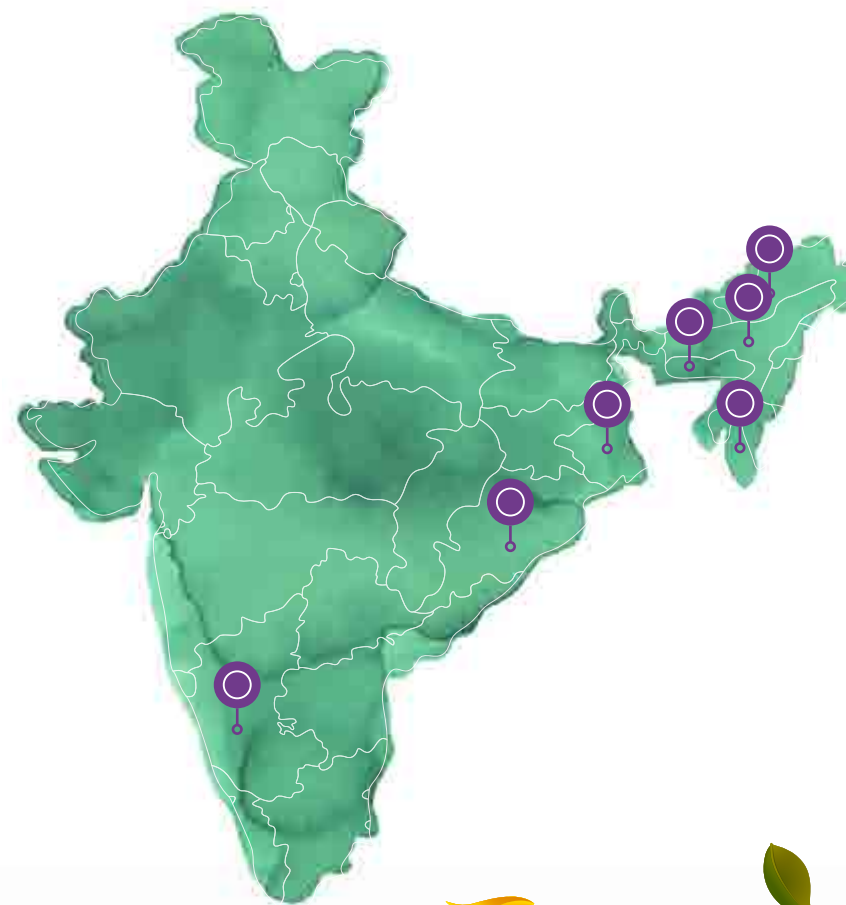
8

ASPIRATIONAL DISTRICTS



2,298

BENEFICIARIES





Our Livelihood Skills and Ultra Poverty Eradication initiative aims to empower various disadvantaged groups, including persons with disabilities (PwD), hearing and speech-impaired individuals, rural women, and underprivileged youth.

LTIMindtree offers comprehensive vocational skills training to help individuals acquire the necessary tools and opportunities for livelihood skills and income generation. Our training programs cover a wide range of skills, including data entry, sewing, tailoring, embroidery, computer skills, dairy farming, sericulture, fashion design, beautician skills, medical lab technology, English language, and soft skills training.

By equipping marginalized individuals with these essential skills, we enable them to break free from the cycle of poverty and dependency. Our focus is not only on providing technical expertise but also fostering a sense of empowerment and self-sufficiency. We believe that every individual deserves the opportunity to earn a dignified livelihood and attain financial independence.

We aim to create sustainable pathways for economic growth and social inclusion through the Livelihood Skills and Ultra Poverty Eradication Project. We ensure that individuals are equipped with the proper knowledge and resources to thrive in their chosen fields by offering training programs tailored to the specific needs of each target group.

Story of Transformation

Our Community Development Officers Are Good Social Motivators



Our Community Development Officers noticed that many women in villages lack the motivation to pursue their dreams due to limited options for sustainable livelihood. As a result, they have fewer opportunities and less hope for their future. However, these women have great potential.

In a group meeting in Kalaburagi district, Aland block, Bhangarag village, Mr. Vithal, Mr. Somu, and M. Jaibhim, our Community Development Officers, encouraged Didi to consider goat rearing as a means of livelihood.

They explained how goat rearing can help increase income. Today, inspired by Didi, a small group including Laxmi Dharmaraya, Lalita Basavaraj, Laxmi Ashok, and Mallamma Sunil meet regularly to train and support each other. Have purchased goats for rearing and are diligently caring for them. We are confident that this project will have a positive impact on other women in the community.



Story of Transformation

A New Dawn in Chinchansoor

Chinchansoor village is located in the Aland block of Kalaburagi district, about 25 kilometers away from the city. Every March, the village holds a grand fair in honor of its presiding deity, Maragamma Devi. During this fair, villagers open temporary shops to earn some extra income.

The representatives of The/Nudge Institute visited Chinchansoor village and spoke with the Panchayat members. During the PAT survey, the Institute observed that many people in the village live in extreme poverty.

Vidyavathi and her husband Annappa reside in Chinchansoor village. When our representatives initiated a conversation with the village's Panchayat members, they learned about Vidyavathi's struggles.

Vidyavathi suffers from a spine injury. Doctors have advised her to rest and she is confined to her home. She used to work as a housekeeper and laborer, but due to her surgery, she can no longer work. Both their children attend school, and the family is burdened with hospital expenses. With both husband and wife unable to work, the family struggles to make ends meet.

Community Development Officer Mahesh was in constant touch with the family and remembered Vidyavathi's statement that she had experience running a small business earlier.



The/Nudge Institute selected Vidyavathi for the End Ultra Poverty program and provided her with a grocery shop as part of her first livelihood. Vidyavathi and her family did the work with great interest.

Vidyavathi has now opened a grocery store. She was the first independent woman to open the a grocery store in her area. The/Nudge Institute, with support from LTIMindtree Foundation, deposited a total of Rs. 15,000 into Vidyavathi's bank account.

Vidyawati bought groceries from Kalaburagi market for a total of Rs. 12800. Initially, the grocery store earned Rs. 600 to Rs. 700 per day, so the minimum profit was an average of Rs. 200 per day. Vidyavathi's family has found new courage and hope in life.

Manufacturing/Industrial Skills



FOCUS AREA
Education



STATES

- Maharashtra
- Telangana

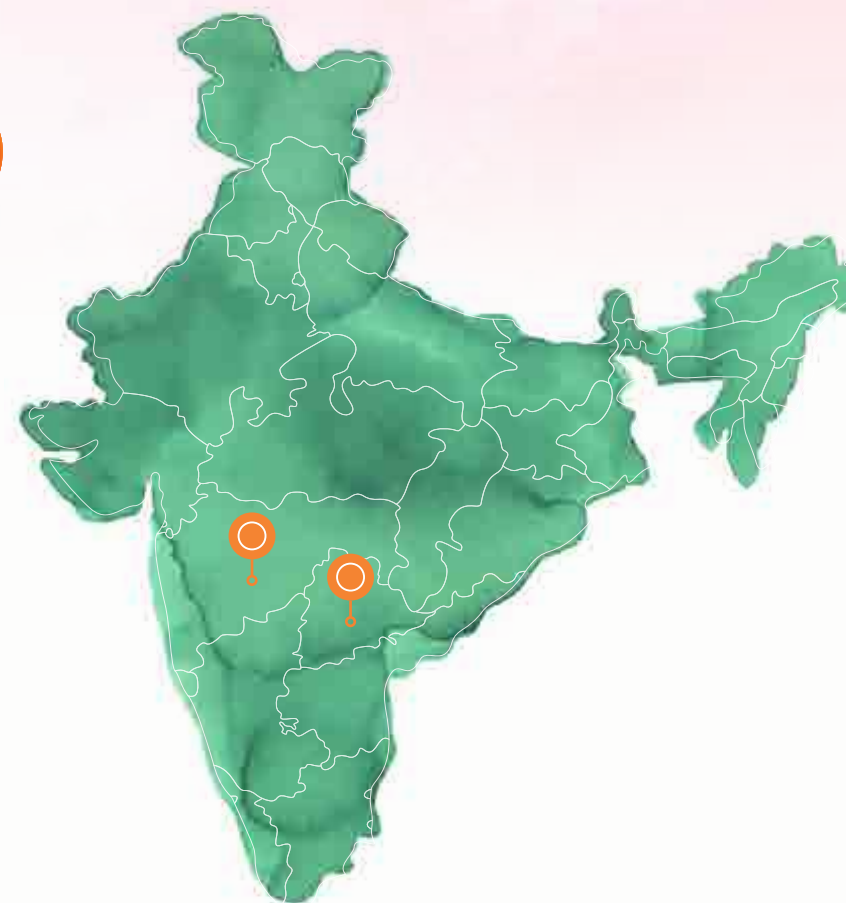


NGO

- Y4D Foundation



900
BENEFICIARIES



We create meaningful social impact through our project, Manufacturing/Industrial Skills. This initiative equips underprivileged youth with job-ready skills tailored explicitly for blue-collar positions within nearby industrial clusters.

The Manufacturing/Industrial Skills project aims to bridge the gap between education and employment by providing comprehensive training programs that align with the specific demands of the manufacturing and industrial sectors. We recognize these industries' immense potential to create employment opportunities and drive economic growth, and our project seeks to ensure that underprivileged youth can access and benefit from these opportunities.



Our training programs empower individuals with the technical skills, practical knowledge, and hands-on experience required to excel in blue-collar jobs. Our curriculum encompasses a wide range of job roles within manufacturing and industrial sectors, including but not limited to assembly line work, machine operation, quality control, logistics, and maintenance.

We collaborate closely with nearby industrial clusters to align our training programs with their specific workforce requirements. This enhances the participants' employability and caters to the evolving needs of the industrial sector, promoting a mutually beneficial partnership.

Story of Transformation

PCB course by Y4d Foundation and LTIMindtree Team



Jayshree Nehe is from Savargaon Tal village in Sangamner Taluka, Ahmednagar. Her village, nestled amidst hills, experiences abundant rainfall during the monsoon season yet faces challenges with drinking water scarcity in the summers. As the primary livelihood is seasonal paddy cultivation during the monsoon, her community is unemployed for seven to eight months annually.

After completing 12th grade, Jayshree and her mother became manual laborers to support their family because of her father's illness.

Jayshree enrolled in the PCB course offered by the Y4d Foundation, which provided free training, accommodation, and meals. Jayashree states that this course was a ray of hope for her.

Through the course, Jayshree acquired electronics soldering, and financial management skills. This led to a job as an Assistant Operator at Marsh with a monthly salary of Rs. 14,500. Though she was initially hesitant about long working hours, she began to enjoy the job and was motivated to support her family. She saves Rs. 10,000 per month, and her family is happy knowing she is financially secure.

Jayshree stated, "I am immensely grateful to the Y4d Foundation and LTIMindtree team for extending their support and enabling me to be independent. Their assistance has not only transformed my life but has also empowered me to support my family during challenging times."

Story of Transformation

From Struggle to Stability



Meet Uppari Mounika from Thurkapalli village in Medak District. After completing intermediate education, Uppari had to get employed due to financial challenges at home. She decided to enroll in the PCB Assembly Operator course at the Hyderabad center, facilitated by the Y4D Foundation in association with LTIMindtree.

After completing the course, she secured a position at Jayabheri Nexa with a monthly salary of Rs.16,000 per month. She is delighted to contribute Rs.7,000 to her family every month. Today, she is thrilled to share that she has emerged from a difficult period in life victoriously and is now enjoying financial stability and happiness. She says, "I would like to express my gratitude to the entire Y4D Foundation and LTIMindtree team for their support. I thank you for being a beacon of hope and a catalyst for positive change in my life."

Forest Biodiversity



FOCUS AREA

Environment



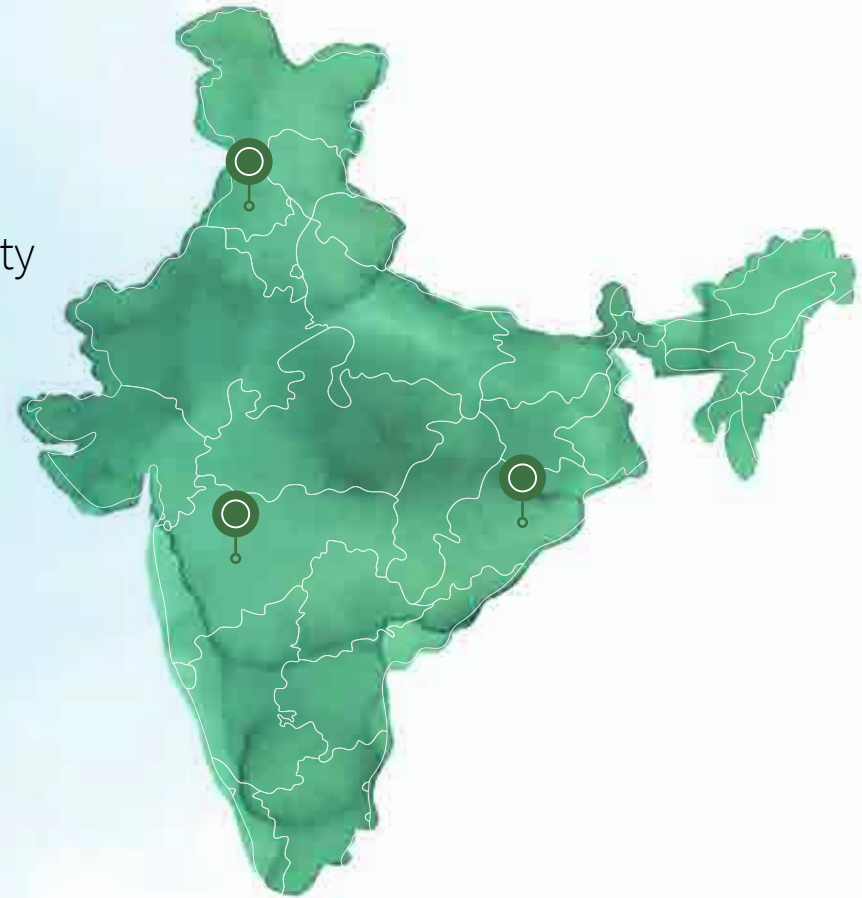
STATES

- Maharashtra
- Odisha
- Chhattisgarh



NGOs

- Applied Environmental Research Foundation
- Centre For Environment Education Society
- Foundation For Ecological Security
- Care India Solutions For Sustainable Development



2

ASPIRATIONAL DISTRICTS



97,228

BENEFICIARIES

This initiative focuses on promoting environmental education, biodiversity conservation, and climate resilience through community engagement and partnerships with local institutions.

The Forest Bio-Diversity Project encompasses a range of critical activities to foster sustainable practices and enhance communities' well-being. One of our primary objectives is to reduce greenhouse gas emissions and improve health by distributing improved cookstoves to low-income households. By replacing traditional cooking methods with cleaner and more efficient alternatives, we contribute to reducing the environmental impact and health risks associated with indoor air pollution.

The project also recognizes the importance of preserving and rehabilitating ecosystems and emphasizes on the restoration of natural resources. Through collaborative efforts with local communities, we work towards the conservation of biodiversity, including the protection of endangered species and the restoration of forest habitats.

By involving communities in these conservation efforts, we foster a sense of ownership and responsibility for the natural resources surrounding them.

Additionally, the Forest Bio-Diversity Project establishes collaborative community development initiatives addressing various aspects of livelihood sustainability. We work with local stakeholders to identify and implement climate-friendly solutions in agriculture, fuel alternatives, and other livelihood aspects. By building capacities and providing training, we empower communities to adopt sustainable practices and adapt to the challenges posed by climate change.



Story of Transformation

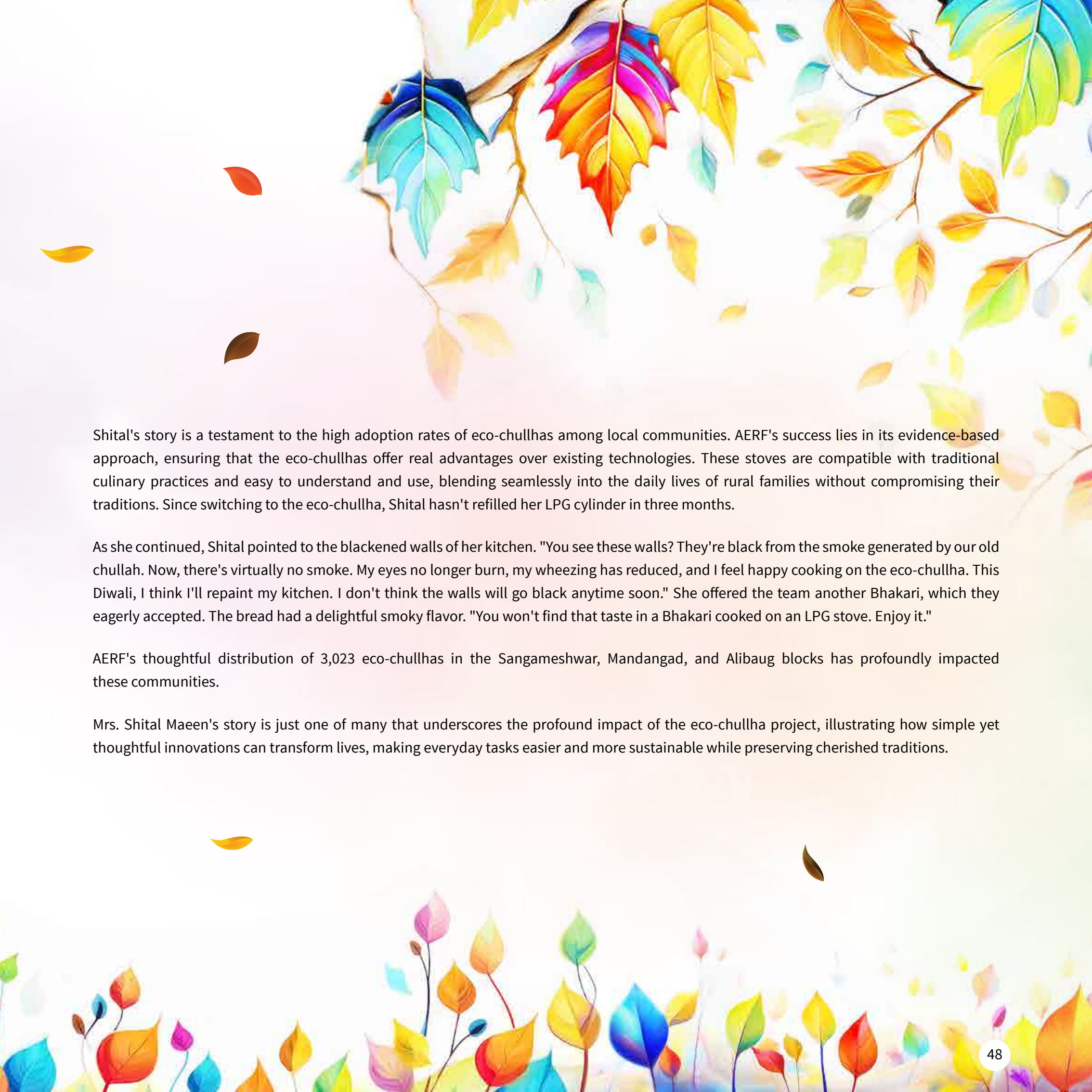
Providing Fuel Security to Communities While Making Kitchens Climate-Smart, One Eco-Chullha at a Time!



During a routine visit to Sayale village, Ms. Ruchi Bhadake, AERF's Project lead for eco-chullhas, witnessed a heartwarming scene. The lady of the house, Mrs. Shital Suresh Maeen, was cooking for her family on the eco-chullha. Warmly inviting Ruchi and her team inside, Shital insisted they stay for lunch. As she prepared Bhakarīs on the eco-chullha, she began sharing her experience with the innovative stove.

"I am a working woman," Shital explained, her hands skillfully flipping the bread. "I work at the local village hospital, and this eco-chullha saves me so much time each day. Everything cooks so quickly with minimal preparation! Our fuel consumption has also significantly decreased. We don't like cutting down trees for firewood, but until now, we had no viable alternative. LPG doesn't suit all our cooking methods and is expensive. This eco-chullha is the most convenient option, and I don't have to change how I cook or learn anything new to operate it."





Shital's story is a testament to the high adoption rates of eco-chullhas among local communities. AERF's success lies in its evidence-based approach, ensuring that the eco-chullhas offer real advantages over existing technologies. These stoves are compatible with traditional culinary practices and easy to understand and use, blending seamlessly into the daily lives of rural families without compromising their traditions. Since switching to the eco-chullha, Shital hasn't refilled her LPG cylinder in three months.

As she continued, Shital pointed to the blackened walls of her kitchen. "You see these walls? They're black from the smoke generated by our old chullah. Now, there's virtually no smoke. My eyes no longer burn, my wheezing has reduced, and I feel happy cooking on the eco-chullha. This Diwali, I think I'll repaint my kitchen. I don't think the walls will go black anytime soon." She offered the team another Bhakari, which they eagerly accepted. The bread had a delightful smoky flavor. "You won't find that taste in a Bhakari cooked on an LPG stove. Enjoy it."

AERF's thoughtful distribution of 3,023 eco-chullhas in the Sangameshwar, Mandangad, and Alibaug blocks has profoundly impacted these communities.

Mrs. Shital Maen's story is just one of many that underscores the profound impact of the eco-chullha project, illustrating how simple yet thoughtful innovations can transform lives, making everyday tasks easier and more sustainable while preserving cherished traditions.

Mangroves



FOCUS AREA

Environment



STATES

- Maharashtra
- West Bengal
- Odisha



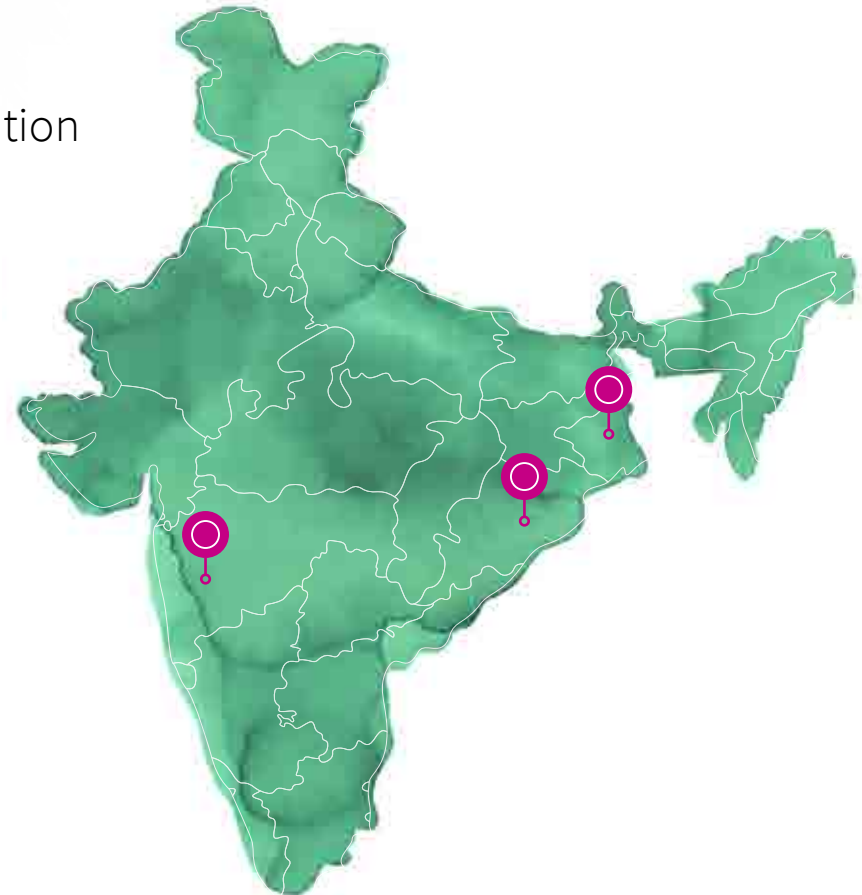
NGOs

- Applied Environmental Research Foundation
- Sustainable Green Initiative Foundation
- Aga Khan Agency For Habitat India



28,047

BENEFICIARIES



This initiative focuses on the protection and restoration of mangrove forests along India's coastlines. Our project aims to create incentives for local communities to safeguard these vital ecosystems, which provide essential services such as blue carbon sequestration. Additionally, we promote mangrove plantations to enhance the resilience of vulnerable coastal populations.

The Mangroves Project recognizes the critical role played by mangrove forests in coastal ecosystems. These unique environments serve as a natural barrier against erosion, storm surges, and sea-level rise. By protecting and restoring mangroves, we enhance the resilience of coastal communities, helping them adapt to the challenges posed by climate change.



Our project emphasizes the importance of creating incentives for local communities to safeguard mangrove forests. We work closely with these communities, engaging them in sustainable practices and providing them with the necessary resources to protect and conserve mangroves. Through awareness programs and capacity building, we develop a sense of ownership and responsibility among the local stakeholders, fostering long-term sustainability.

Mangroves are known for their exceptional capacity to sequester carbon, making them a crucial component of blue-carbon ecosystems. By preserving and restoring mangrove forests, we contribute to mitigating climate change by capturing and storing significant amounts of carbon dioxide from the atmosphere. This helps to offset carbon emissions and combat the adverse effects of global warming.



Story of Transformation

From Timber to Treasures: Communities Embrace Forest Conservation With AERF

In March 2023, AERF held a community meeting in several villages to discuss the 'Conservation Agreement' approach and gauge the willingness of the locals to bring their forests under our conservation management. We were delighted by the responses we received.

"After we abandoned cultivation, we used to sell timber to the logging contractors. The last time, I received almost two lakhs, but I was not happy. Even while accepting the money, I felt guilty because I knew the logging contractor made huge profits from my forest. But my family needed the money. However, with AERF's conservation agreement approach, we can finally do away with the guilt and listen to our conscience! Rajesh Jadhav, AERF's community expert in Sangameshwar, explained the process and documents so clearly and transparently. This is the first program offering us incentives while retaining ownership of our forest land. We will definitely support AERF in any way we can." stated Mr. Anil Ghagare from Tirawade Tarf Saundal village.

Mr. Vishwas Patil from Nerle village added his perspective. "People think we do not understand deforestation and climate change, but we know it very well because we live it firsthand! We understand the impact when a water channel dries up due to deforestation on the higher slopes. We notice even the smallest increase in temperature when a patch of protective trees is cleared. However, we had no livelihood opportunities from these forests and were forced to give in to logging companies' demands to sustain our families. Now, with AERF's conservation agreements, we can protect our forests and explore innovative ways to generate income. I remember my grandparents collecting fruits and seeds from these forests and selling them locally. I'm glad that your 'sustainable value chain' approach will help us restore those practices and earn money."



In May 2023, AERF successfully signed a Conservation Agreement for 200 acres in Tirawade Tarf Saundal and Nerle villages.

AERF quoted, "We are grateful to partner with LTIMindtree, who shares our beliefs and has supported the conservation of forests at these sites. Together, we are empowering communities to make choices that align with their conscience and contribute to sustainable, long-lasting environmental stewardship."



Tree-tings



FOCUS AREA

Environment



NGOs

- Sustainable Green Initiative Foundation
 - Saytrees Environmental Trust
 - Dilasa Janvikas Pratishthan
 - Eagl Livelihood Foundation
 - Being Volunteer Foundation
 - Anchalik Jana Kalayan Anusthan
 - Applied Environmental Research Foundation
 - Swades Foundation
 - Shop For Change Fair Trade
 - Haritika
-



5

ASPIRATIONAL DISTRICTS



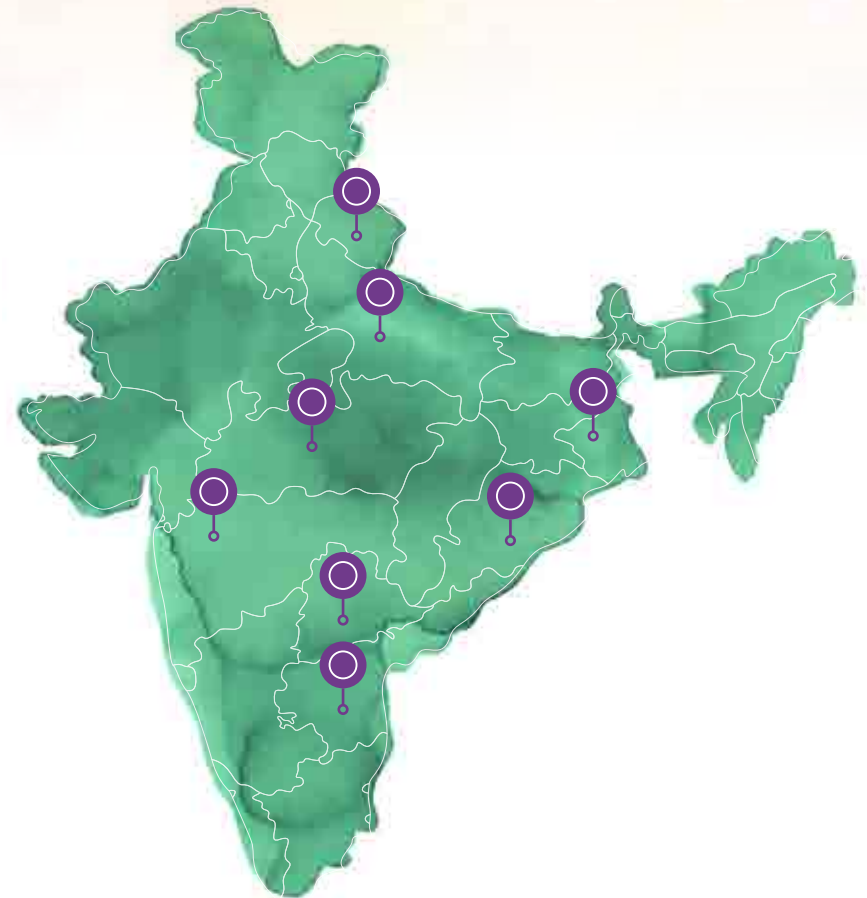
24,423

BENEFICIARIES



STATES

- Uttar Pradesh
- Odisha
- Telangana
- Andhra Pradesh
- Maharashtra
- Uttarakhand
- West Bengal
- Madhya Pradesh





This initiative aims to promote sustainable agriculture by integrating trees on farmlands and advocating for chemical-free farming practices. Our project is driven by the goal of increasing farmer incomes, ensuring environmental protection, and achieving carbon neutrality through various carbon sequestration activities.

Tree-tings focuses on implementing tree plantation initiatives, protecting forests and ecosystems, and supporting rural livelihoods for sustainable development. By integrating trees into farmlands, we enhance biodiversity, improve soil health, and mitigate the impact of climate change. Through our project, we actively promote the adoption of sustainable agricultural practices that reduce reliance on chemical inputs and foster a more environmentally friendly approach to farming.

At the core of Tree-tings is the belief that sustainable agriculture benefits farmers and contributes to the preservation of our environment. By increasing farmer incomes through sustainable practices, we empower local communities and promote economic growth. Furthermore, the carbon sequestration activities implemented through our project play a vital role in mitigating greenhouse gas emissions, contributing to our collective efforts towards achieving carbon neutrality.



Story of Transformation

Sowing Seeds of Change: Farmers Lead the Agroforestry Revolution in Upponka Village

Mr. Venkatesh, a farmer in Upponka Village, Kalyandurgam, stands as a testament to the grit and resilience of resident farm households. This town, officially formed during the colonial period in the late 1800s, has witnessed countless tales of generational conflict, more than its social records could acknowledge.

Venkatesh faced a dilemma: choosing between natural farming and conventional methods that abuse the land. However, inspired by the agroforestry movement, he began transitioning to sustainable practices. His efforts have not only transformed his farmland but also inspired others in the community to adopt agroforestry principles. This influence from small-holding farmers to prominent landowners and villagers occurs when the benefits of change become too visible to ignore. Agroforestry models, facilitated by organizations like SayTrees and supported by LTIMindtree, harness this complex cycle of influence within communities facing generational income insecurity and crop failures.

"I started small with natural farming," shared Mahadevappa, a farmer from Appilepalli. "I was skeptical if it would be effective, given the scarcity of essential resources like water in our region. I doubted whether the saplings would survive, but now I am glad I went the SayTrees way; #Agroforestry has potential."





Mahadevappa is one of 22 farmers collaborating with SayTrees and LTIMindtree on a landscape model covering around 100 acres of land. Consistent with natural farming practices like applying Jeevamrutham, mulching, and using botanical extracts, he diligently reviewed the effectiveness of these methods. Despite having no additional irrigation support systems on his rainfed farm, Mahadevappa's conviction and honesty in his approach were admirable. The techniques he learned in on-ground farmer learning sessions enabled him to optimize his existing farm resources effectively.

"Our role is to support and stand by farmers as they transition to the Agroforestry system," stated Homendra, an on-ground technical expert. "Only farmers can make the magic happen in our model because we consciously promote farmer agency."

Working with farmers means not just responding to government systems and aids designed for them but also integrating these supports meaningfully. The intervention does not isolate farmers from existing structures; instead, it intertwines them, keeping farm productivity as the reference point. For instance, under the well-known MGNREGA scheme, 22 farmers from Ananthapuramu created contour trenches to harvest water for their farmlands this summer, providing much-needed relief during the off-season cash crunch.

Through these efforts, farmers like Mr. Venkatesh and Mahadevappa are making significant strides towards sustainable farming. They are proving that with the right support and determination, traditional agricultural practices can evolve to meet modern challenges while preserving the integrity of the land.

ESG Labs



FOCUS AREA Environment



IMPLEMENTATION AGENCY

- IIM-Mumbai



900 BENEFICIARIES

This initiative trains IIM Mumbai students on data analysis and Environmental, Social, and Governance (ESG) practices. Our primary objective is to nurture and develop future-ready sustainability managers and leaders who will drive positive change and contribute to a more sustainable world.

The ESG Labs Project aims to empower students by providing them with comprehensive insights into ESG-related practices and the significance of establishing a suitable supply chain across third-party entities and LTIMindtree stakeholders. We strive to promote sustainable practices and encourage collaboration among all stakeholders by fostering familiarity and knowledge equity.

In close collaboration with IIM Mumbai, a prestigious educational institution, we have designed a specialized program that encompasses the latest advancements in ESG data analysis and evaluation. Through hands-on training and exposure to real-world scenarios, students will acquire the necessary skills to assess and enhance organizations' environmental, social, and governance performance.

The ESG Labs Project recognizes and acknowledges excellence in sustainability commitment and achievements by both organizations and individuals. By showcasing the remarkable efforts and outcomes attained through sustainable practices, we aim to inspire and encourage others to take action. We believe in celebrating the commitment of organizations and individuals towards sustainability and showcasing their achievements as examples for others to follow.

Carbon Accounting



FOCUS AREA

Environment



IMPLEMENTATION AGENCY

- Kosher Climate

This initiative focuses on facilitating the generation of carbon credits for plantations and similar carbon sink/sequestration projects under a globally renowned carbon standard. Through this project, we aim to contribute to environmental sustainability and mitigate the impact of climate change.

The Carbon Accounting Project is designed to meet the eligibility, applicability, and mandatory conditions outlined in the applicable methodology of the globally renowned carbon standard. Adhering to these guidelines ensures the credibility and integrity of the carbon credits generated through our plantations and other carbon sink/sequestration projects.

Carbon credits serve as a valuable mechanism to offset carbon emissions and promote environmental stewardship. By quantifying and accounting for the carbon sequestered or reduced by our projects, we can generate carbon credits that have a tangible and positive impact on the environment. These credits can then be traded or used to compensate for carbon emissions in other sectors, fostering a sustainable and low-carbon economy.



Community Solar



FOCUS AREA
Environment



STATES

- Maharashtra
- Karnataka
- Odisha
- Ladakh
- West Bengal

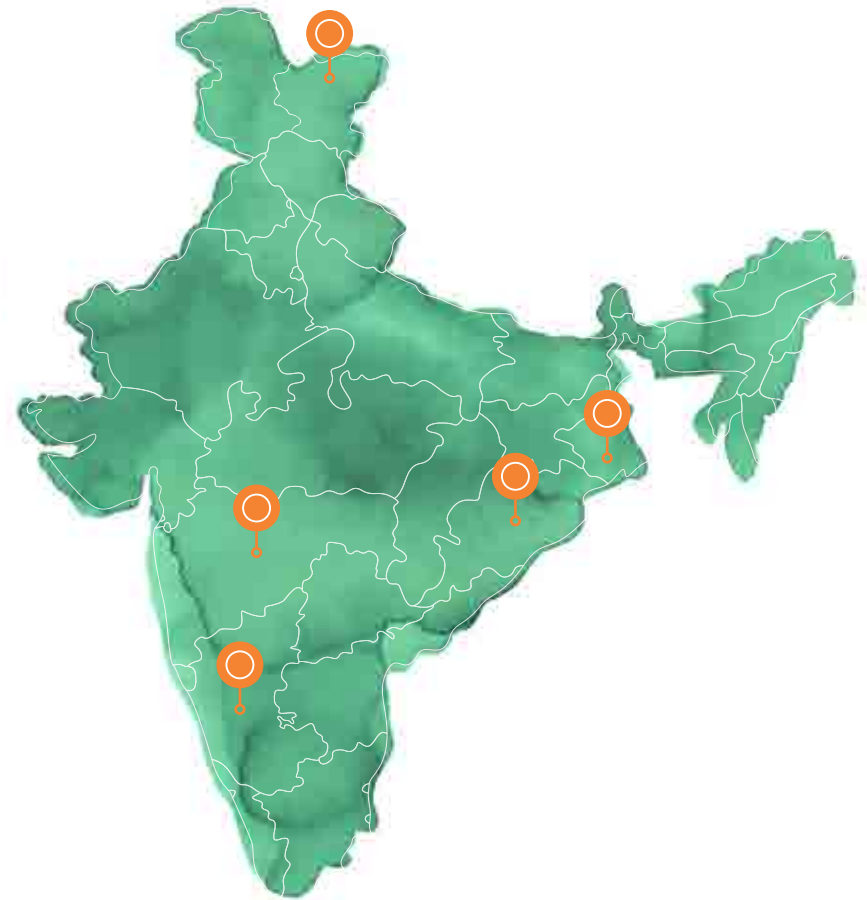


NGO

- Swades Foundation
- Selco Foundation
- Toyam Foundation
- Saytrees Environmental Trust



2,694
BENEFICIARIES



This initiative focuses on installing solar-powered solutions for lighting, irrigation, and cold storage, with the primary goals of reducing carbon emissions, conserving water resources, and empowering small farmers with access to renewable energy.

The Community Solar Project recognizes the urgent need to transition to sustainable energy sources to mitigate the impacts of climate change. By harnessing the sun's power, we provide clean and reliable energy solutions to communities, fostering resilience and maximizing agricultural productivity.

Through the installation of solar-powered lighting, we bring reliable and efficient lighting to communities, extending their working hours and enhancing safety. This not only improves productivity but also promotes social development by enabling educational activities and community gatherings during evenings.

Solar-powered irrigation systems play a crucial role in efficient water management, helping conserve water resources and optimizing agricultural practices. By providing small farmers with access to reliable irrigation, we empower them to enhance their crop yields and improve their livelihoods. This leads to increased food security and economic opportunities for the communities we serve.

In addition, our project focuses on the installation of solar-powered cold storage facilities. These facilities minimize post-harvest losses by preserving the quality and value of agricultural produce. By reducing wastage and ensuring longer shelf life, we contribute to the economic well-being of small farmers and promote sustainable consumption patterns.

One unique aspect of the Community Solar Project is the installation of solar-powered biodigesters. These biodigesters effectively manage human waste from armed forces stationed at high altitudes and glaciers. By providing safe and hygienic infrastructure in remote locations, we address the sanitation needs of these communities, promoting better health outcomes and environmental sustainability.



Water Conservation



FOCUS AREA

Environment



STATES

- Maharashtra
- Karnataka
- Telangana
- Odisha



NGOs

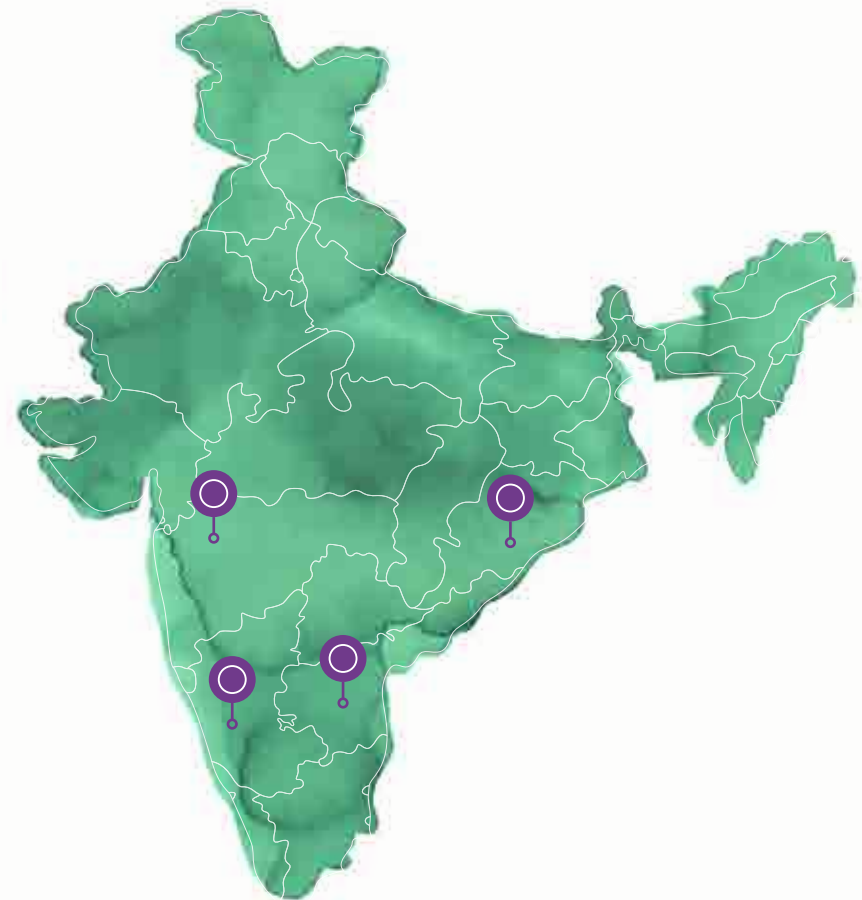
- Dilasa Janvikas Pratishthan
- Deshpande Foundation
- Dilasa Janvikas Pratishthan
- Anchalik Jana Kalayan Anusthan
- National Agro Foundation



1
ASPIRATIONAL DISTRICT



13,924
BENEFICIARIES



This initiative focuses on facilitating the sustainable management of natural resources, empowering farmers to enhance agricultural practices, and promoting holistic community development.

The Water Conservation Project recognizes the critical importance of water as a finite resource and the need for its efficient utilization in agriculture. Through a range of essential activities, we aim to address water scarcity challenges and improve water management practices.

One of our primary activities is the construction of farm ponds for rainwater harvesting and irrigation. These ponds serve as reservoirs for capturing and storing rainwater, ensuring its availability during dry periods. By utilizing this stored water for irrigation, farmers can maintain consistent crop growth, even in the absence of regular rainfall. This reduces their dependency on erratic weather patterns and enhances their resilience against droughts.

In addition to rainwater harvesting, the project focuses on implementing soil and water conservation measures. These measures aim to reduce erosion and increase groundwater recharge, ensuring the long-term sustainability of water resources. By employing techniques such as contour plowing, terracing, and bunding, we minimize soil erosion, retain moisture in the soil, and promote groundwater recharge. This leads to improved soil fertility, enhanced crop yields, and the preservation of valuable water resources.

The Water Conservation Project also recognizes the importance of agroforestry in promoting stable incomes and sustainable land management. We create a diverse and resilient farming system by integrating trees and shrubs with crops. Agroforestry provides multiple benefits, including improved soil health, increased biodiversity, and additional income streams through the sale of timber, fruits, and other forest products. This approach not only enhances agricultural productivity but also contributes to climate change mitigation and the restoration of degraded landscapes.





Story of Transformation

A Tomato Revolution: Kumar's Path to Prosperity



In the picturesque Hadya Village of Mysore District, Mr. Kumar had long toiled on his one-acre farm, cultivating tomatoes year after year. With profits stagnant at Rs. 20,000-25,000 annually, Kumar sought a breakthrough. His turning point came in November 2023 when he approached the National Agro Foundation (NAF), which had partnered with LTIMindtree to revolutionize tomato farming.

NAF provided modern agricultural training and conducted thorough soil testing of his land. Based on the results, they prescribed a tailored mix of borax, magnesium sulfate, ferrous sulfate, and essential micronutrients. Kumar embraced their guidance wholeheartedly, adding prophylactic pest control measures to his arsenal.





In a bid to test these innovations, Kumar split his farm into two: one plot following traditional methods and the other adhering to NAF's modern techniques. The difference was startling. On the NAF-recommended plot, Kumar harvested an impressive 6,666.6 kg of tomatoes, compared to 6,400 kg from the traditional plot.

Selling his bountiful yield at Rs. 1,500 per ton, Kumar reaped a profit of Rs. 50,000 from the innovative plot, dwarfing the Rs. 15,760 earned from his conventional methods. This remarkable success showcased the power of NAF's expertise and support.

Buoyed by this triumph, Kumar is now a staunch advocate for modern agricultural practices. Grateful to NAF and LTIMindtree for their invaluable assistance, he plans to continue implementing these methods and urges his fellow farmers to embrace change for greater prosperity.

Kumar's story is not just one of personal victory but a beacon of hope for the farming community, illustrating how technology and knowledge can transform lives, one harvest at a time.



Waste



FOCUS AREA

Environment



STATE

• Karnataka



IMPLEMENTATION AGENCY

Saahas Waste Management PVT LTD





This project is a pioneering initiative undertaken at M. Chinnaswamy Stadium in Bengaluru as part of our commitment to corporate social responsibility. This project aims to address the challenge of efficiently managing the 8 tons of mixed waste generated on match days when the stadium accommodates 40,000 spectators. By implementing an intelligent waste management solution, we ensure regulatory compliance, optimize operations, enhance the overall spectator experience, and prioritize safety measures.

Through the utilization of advanced analytics, this project generates valuable insights to facilitate continuous improvements and upgrades. Moreover, stakeholder participation and awareness programs are integral components of this endeavor, fostering a sense of responsibility and engagement among all involved parties. Ultimately, our goal is to transform M. Chinnaswamy Stadium into a zero-waste facility, setting an exemplary standard for sustainable waste management practices in the sports industry.



Cancer Access Support



FOCUS AREA

Health & Nutrition



NGO

Access Life Assistance Foundation



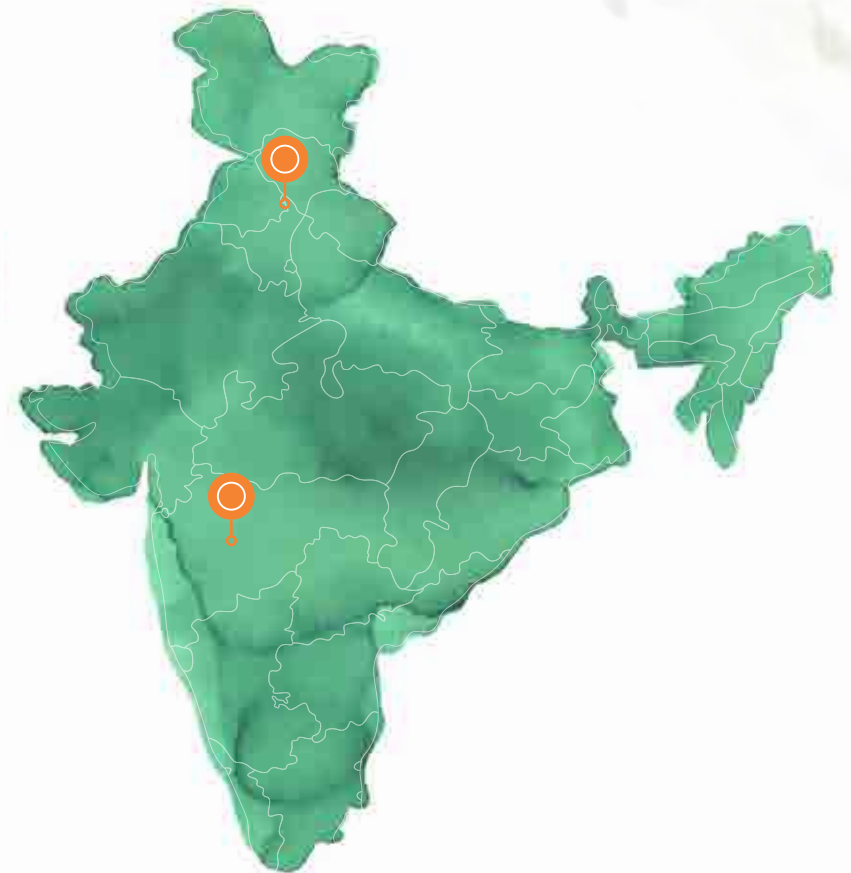
138

BENEFICIARIES



STATES

- Chandigarh
- Maharashtra



Through Cancer Access Support Project, we aim to provide comprehensive assistance, encompassing free accommodation, nutrition, transportation, counseling, and education.

Recognizing the immense physical, emotional, and financial challenges faced by these children and their caregivers, our project aims to alleviate their burdens and provide a supportive environment throughout their cancer treatment journey. We understand the critical need for stable and comfortable accommodation during this challenging period.

Therefore, we offer free accommodation facilities, ensuring that both children and their caregivers have a safe and nurturing place to stay, promoting their well-being and peace of mind.

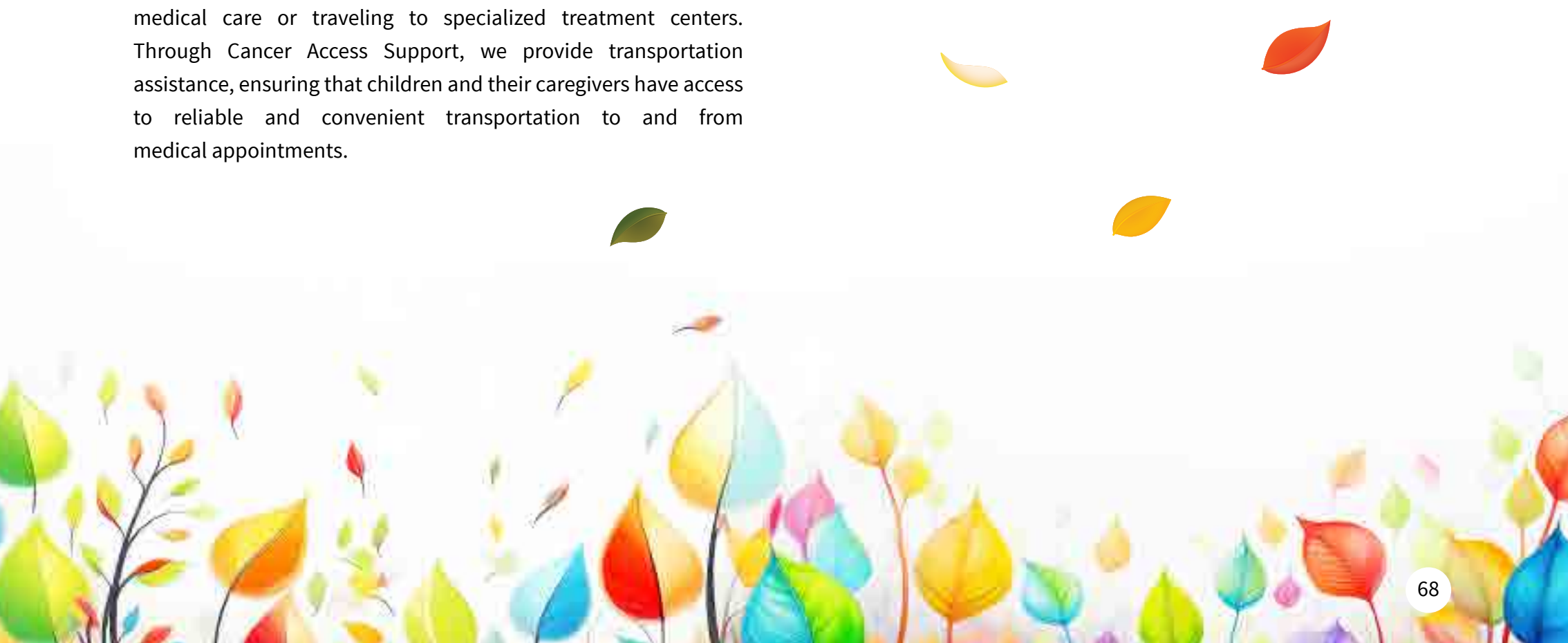
Nutrition plays a vital role in supporting the overall health and recovery of cancer patients. To address this, our project provides nutritious meals and dietary support tailored to the specific needs of the children undergoing treatment. By ensuring access to wholesome and balanced meals, we aim to enhance their strength and resilience.

Transportation can often be a significant challenge for families undergoing cancer treatment, especially when seeking regular medical care or traveling to specialized treatment centers. Through Cancer Access Support, we provide transportation assistance, ensuring that children and their caregivers have access to reliable and convenient transportation to and from medical appointments.

Counseling and emotional support are crucial components of our project. We offer professional counseling services to both children and caregivers, providing a safe space for them to express their emotions, cope with the psychological impact of cancer, and receive guidance throughout their journey. We aim to empower them with emotional resilience and effective coping strategies.

Education is a fundamental right that should not be compromised, even during cancer treatment. With this understanding, our project ensures that children receive educational support and continuity during their treatment period. We collaborate with educational institutions and provide resources to facilitate their education, enabling them to maintain a sense of normalcy and continue their academic pursuits.

Through the Cancer Access Support Project, we strive to create a compassionate and holistic support system for underprivileged children undergoing cancer treatment and their caregivers. By addressing their accommodation, nutrition, transportation, counseling, and educational needs, we aim to alleviate their burdens and contribute to their overall well-being and quality of life.



Story of Transformation

Triumph over Adversity: Gurnoor Singh's Journey from Acute Lymphoblastic Leukemia to Cancer-Free

The case of Gurnoor Singh reflects a series of challenges and critical junctures in the healthcare journey of a child facing complex medical issues. Initially presented with dark patches on his body which resembled chickenpox, Gurnoor received traditional treatment, but his condition deteriorated rapidly, manifesting in increasing pallor and sensitivity.

Despite seeking medical assistance locally, the seriousness of Gurnoor's condition was overlooked, with a misdiagnosis of blood deficiency and ineffective treatment provided. With no improvement observed, the family sought further evaluation in a nearby city, where a preliminary examination prompted an urgent referral to specialized care in Amritsar or Chandigarh.

In Chandigarh, Gurnoor was diagnosed with acute lymphoblastic leukemia (ALL), atrial septal defect, and urinary tract closure. The gravity of his condition necessitated a prolonged hospital stay. Amidst this trying ordeal, the family found support through a medical social worker, who introduced them to the services offered by Access Life Assistance Foundation.

After nine months of intensive treatment, Gurnoor was declared cancer-free. The family was joyfully discharged on February 23, 2024, from PGI and Access Life, returning home to Moga with smiles on their faces. Gurnoor's recovery stood as a testament to the effectiveness of timely medical intervention and the invaluable support provided by organizations like Access Life.



Story of Transformation

Little Warrior

Eight-year-old bright Bipanshu hails from Kurukshetra, Haryana. Bipanshu began experiencing unusual symptoms, such as frequent urination, accompanied by the presence of blood. Concerned, his family rushed him to a relative who was a doctor in the nearby town.

The doctor ordered urgent tests, including an ultrasound and CT scan. The results were nothing short of devastating. Bipanshu had a tumor in his left kidney. Shock and fear gripped his family as they grappled with the gravity of the diagnosis.

Realizing that Bipanshu needed specialized care, the family immediately sought treatment at PGI, a renowned hospital. There, further scans and a biopsy confirmed the presence of the tumor, sending waves of anxiety through his loved ones.

With no time to waste, Bipanshu underwent surgery to remove his left kidney. It was a daunting prospect for a young boy, but Bipanshu faced it with remarkable courage and determination. The surgery was successful, but it marked the beginning of a long and arduous journey to recovery.

In the days that followed, Bipanshu and his family found themselves in a challenging situation. Despite receiving treatment at PGI Chandigarh, they were forced to stay outside in the hospital park due to logistical constraints. It was a difficult time, filled with uncertainty and discomfort. The Medical Social Worker (MSW) at PGI introduced them to Access Life, where Bipanshu and his family found solace and support during their darkest hours.

Throughout his ordeal, Bipanshu's spirit remained unbroken. Despite the challenges he faced, he continued to embrace life with joy and enthusiasm.



His love for playing and his passion for learning never wavered, and he remained steadfast in his dream of one day joining the Army.

As Bipanshu's journey unfolded, it became a testament to the power of resilience, love, and community. With the support of his family and organizations like Access Life, Bipanshu faced his illness head-on, emerging stronger and more determined than ever before. And though the road ahead may be long and uncertain, one thing remained clear – Bipanshu's spirit would always shine bright, lighting the way for others to follow.

After eight months of intensive treatment, Bipanshu was declared cancer-free. He was discharged on February 20, 2024 from PGI and Access Life Chandigarh Centre. They returned home to Kurukshetra with smiles on their faces. Bipanshu's recovery stood as a testament to the effectiveness of timely medical intervention and the invaluable support provided by Access Life and LTIMindtree.

Geriatric Health



FOCUS AREA

Health & Nutrition



22,612
BENEFICIARIES



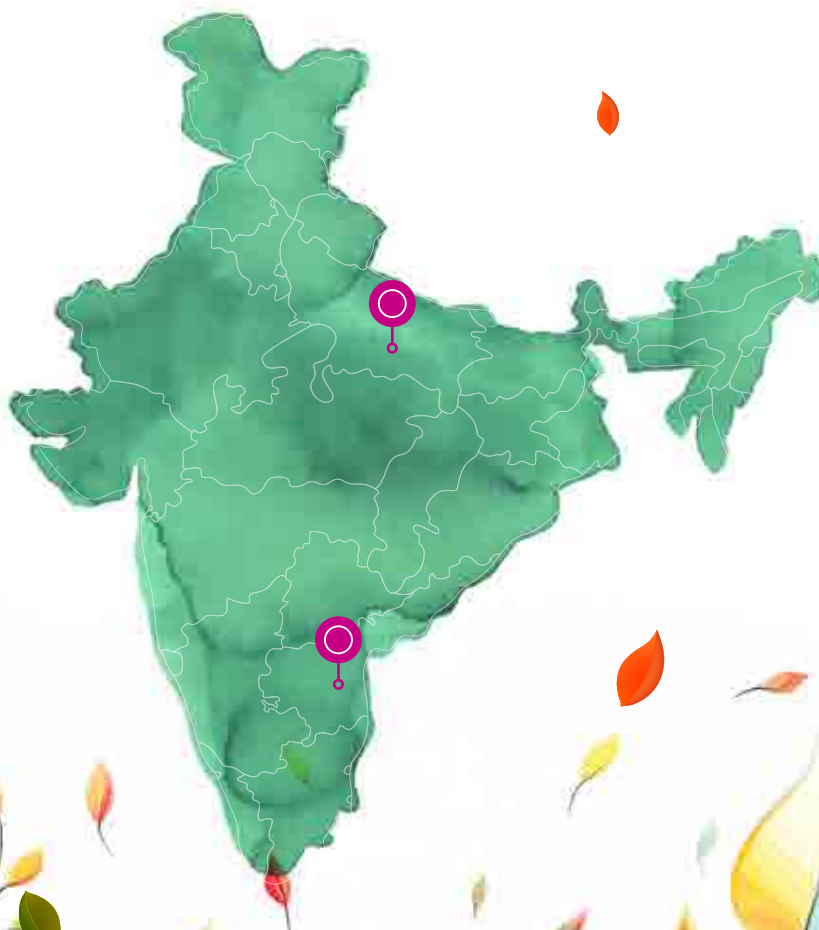
NGO

Helpage India



STATES

- Telangana
- Uttar Pradesh



The Geriatric Health Project focuses on providing essential primary healthcare services to marginalized elderly and individuals in need, with a specific focus on addressing accessibility and affordability challenges. Through this initiative, our organization is committed to improving the overall well-being and quality of life for the elderly population by ensuring they have access to vital healthcare resources.

By partnering with relevant stakeholders and leveraging our expertise, we strive to make a positive impact on the lives of elderly individuals who often face significant health-related obstacles. Through the implementation of comprehensive healthcare programs, we aim to enhance their overall health outcomes and promote inclusivity within society.

Story of Transformation

Championing Elderly Well-Being: A Pillar Of Thriving Communities



Mrs. Manne Kistamma, a 58-year-old woman from Bijilipoor village in Toopran Mandal, Medak district, is a beneficiary of the LTIMindtree supported Mobile Healthcare Unit in Telangana.

Mrs. Kistamma has been dealing with hypertension for 15 years and arthritis for five years. The Mobile Healthcare Unit has been providing her with medication for both conditions. Recently, she developed fever, chills, and breathlessness for 4-5 days. During a visit to Bijilipoor, her symptoms prompted a referral to a government hospital. She was diagnosed with aortic stenosis and underwent surgery on February 28, 2024.

She is now receiving regular medication from the Mobile Healthcare Unit and is doing well. Mrs. Kistamma and her family are grateful for the assistance provided by the Toopran MHU and LTIMindtree. Our commitment to serving the community has transformed her health journey, enabling her to lead a more fulfilling and healthier life. She is now doing well due to timely diagnosis and treatment.



Heart and Eye Surgery



FOCUS AREA

Health & Nutrition



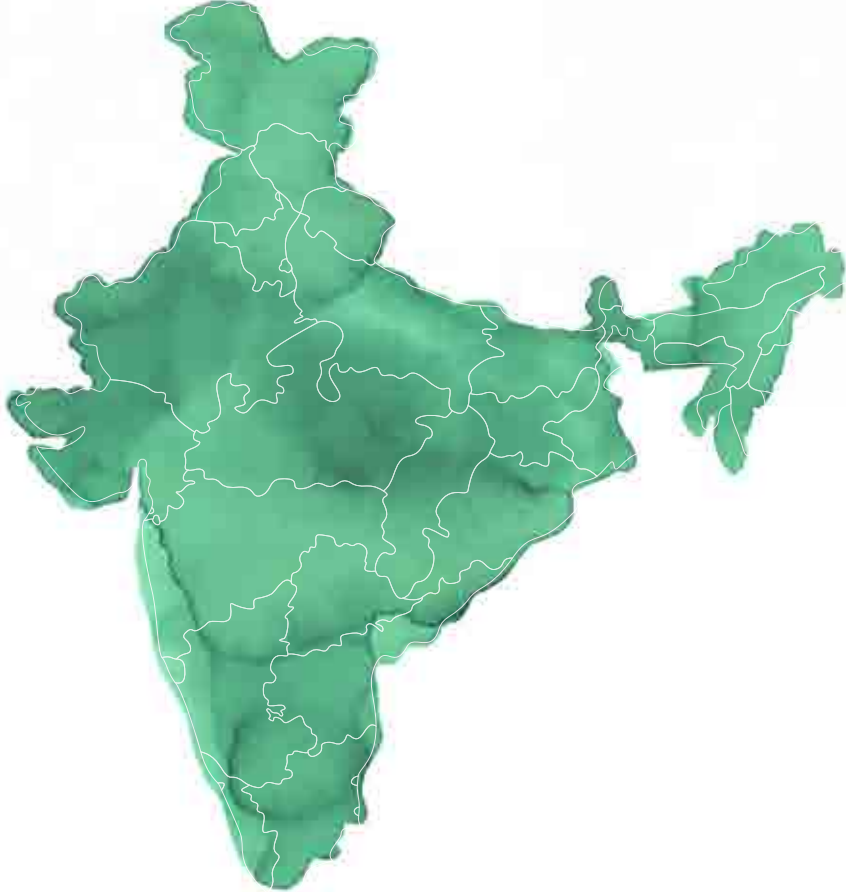
STATES

- Pan India



NGOs

- Rotary Club Of Madras East Trust
- Helpage India
- Centurion University Of Technology And Management



6

ASPIRATIONAL DISTRICTS



12,153

BENEFICIARIES

The Heart and Eye Surgery Project is a dedicated initiative to provide essential healthcare services to underprivileged individuals suffering from critical illnesses. Through a comprehensive approach, the project focuses on creating awareness, organizing screening and testing camps, and delivering necessary surgeries and follow-up care. This project explicitly targets two significant areas of concern: congenital heart diseases in children and cataract treatment for elderly individuals in need.

With the collaboration of medical professionals and expert teams, we strive to positively impact the lives of those affected by these conditions. By conducting awareness campaigns, we aim to educate communities about the importance of early detection and the available treatment options. Screening and testing camps are organized to identify individuals requiring medical intervention, ensuring timely diagnosis and appropriate care. For children with congenital heart diseases, our project emphasizes the provision of specialized surgical interventions, post-operative care, and rehabilitation support.

In addition, the project addresses the growing issue of cataracts among elderly individuals who lack access to proper healthcare. We facilitate cataract surgeries, offering improved vision and an enhanced quality of life for those affected. Our commitment extends beyond the surgical procedure, as we provide comprehensive post-operative care and support to ensure a successful recovery.

The Heart and Eye Surgery Project collaborates with esteemed organizations such as Apollo Hospitals, Aravind Eye Care System, and HelpAge India, leveraging their expertise and resources to achieve our shared goals. By leveraging the strengths of these partnerships and our dedicated team, we strive to make a lasting impact on the healthcare landscape, positively transforming the lives of underprivileged individuals suffering from critical heart and eye conditions.



Volunteering



Volunteering for CSR activities is more than just a responsibility; it's a heartfelt commitment to making the world a better place. At LTIMindtree, our motto, #BeTheGiveR, exemplifies this spirit, encouraging each employee to contribute to positive change through compassion and dedication.

Imagine the joy on a child's face when they grasp a new concept in science, thanks to the patience and encouragement of our volunteers. Picture the renewed hope in communities as they see their surroundings becoming greener through tree plantation drives led by our passionate team members. These are not just moments; they are life-changing experiences that resonate deeply within the community.

Our employees have embraced various CSR goals with unwavering enthusiasm. They've volunteered to teach underprivileged children, empowering them with knowledge and inspiration. They've participated in environmental initiatives, fostering sustainability and care for the planet. Their involvement extends to health and wellness programs, providing crucial support and promoting healthier lifestyles.

Each act of volunteering reflects the core of our ethos at LTIMindtree—a belief that small acts of kindness can lead to monumental change. Our employees' dedication to #BeTheGiveR transforms lives, uplifts spirits, and builds stronger communities. Together, we're crafting a legacy of compassion, showing that every effort, no matter how small, can light up the world with hope and positivity.

Volunteering Programs

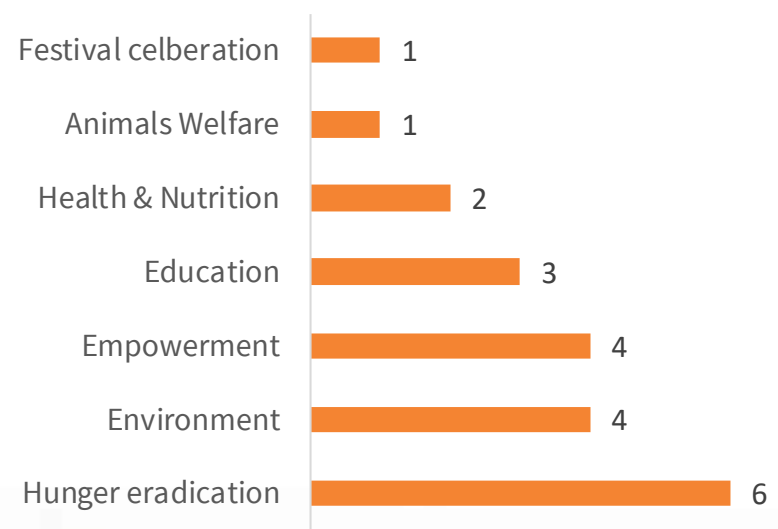
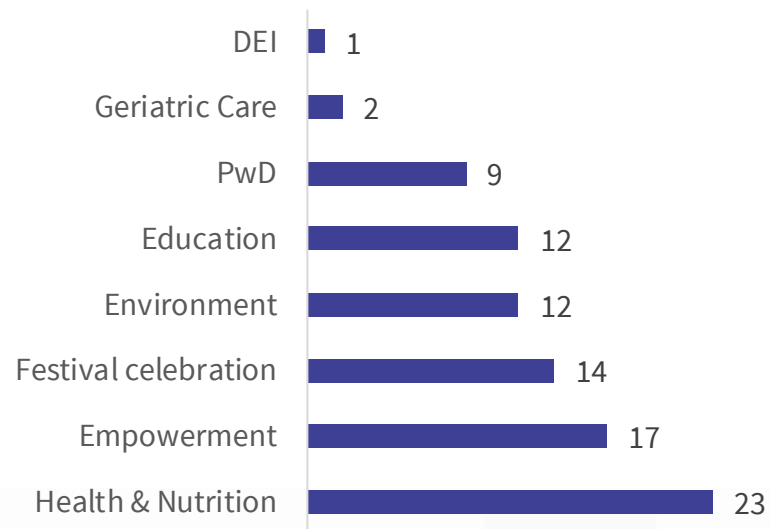
India



Overseas



Volunteering Event Categories



Testimonials

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I am truly impressed by LTIMindtree’s commitment to corporate social responsibility, particularly through its recent initiatives in tree plantation and blood donation. These efforts clearly reflect its goal of making a positive impact on both the environment and community health.

The tree plantation drive was not just about planting trees; it was also about creating a sustainable future for generations to come. By organizing such events, LTIMindtree has shown exemplary leadership in environmental conservation, setting a standard for others in the industry.

The blood donation camp was a remarkable display of compassion and support for public health.

As a stakeholder and community member, I am proud to be associated with an organization that goes beyond business success to contribute to social welfare actively.

I commend LTIMindtree for its impactful CSR efforts and look forward to seeing the continued contributions that make a meaningful difference in the world.

”

– **Ritesh Devmore**
Manager, Corporate Social Responsibility, Pune

“

I am happy to participate in the CSR activities conducted by our organization, which allows us to interact with people from different states. I participate in the teaching sessions for rural government school students in association with Nirmaan. It is an excellent opportunity to serve people through these activities. During these initiatives, we not only get the chance to teach but also to learn. I hope our journey continues to be as joyful as it has been in the past years—with exciting activities and increased opportunities to interact with people from diverse backgrounds.

”

– **Jammu Bhargavi**
Associate, Hyderabad

“

I joined the LTIMindtree team as we braved the cold at Waterloo Station to raise funds for Railway Children, and it was a fulfilling experience. I want to give a big shoutout to my colleagues for their unwavering dedication and support throughout the event. It was heart-warming to witness the team come together for such an important cause, and I am grateful to have been a part of it.

– **Alastair Norman**
Senior Director, United Kingdom

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“

I'm thrilled to share my experience with our organization's CSR events, including volunteering at schools and hosting visits for government school children at our office. The kids were excited and inspired by our workplace culture. Our clients from Kellanova enjoyed interacting with them, thanks to contributions from Gubbachi and special support from Lalitha Holla and Srinivasa Raghavan Parthasarathi. I also enjoyed participating in events like festival celebrations, school painting, and a plogging drive. Looking forward to more CSR events with greater participation!

– **Girish Maradagi**
Engineer, Bangalore

”

Building a brighter, inclusive future, faster. Together.

As we reach the end of this coffee table book, we hope the powerful stories of transformation and resilience have moved you. Each page has revealed the profound impact of LTIMindtree's CSR initiatives, illustrating how lives have been uplifted and communities strengthened.

Rural communities in India face numerous challenges, including inadequate infrastructure, unskilled teachers, depleted natural resources, and limited market access, which often create a cycle of poverty. While there are no quick fixes, a well-conceived package of processes can enhance community well-being and set villages on a path to sustainable socio-economic growth. Looking ahead to FY 25, we are embarking on a new chapter by transitioning from traditional, focus-specific programming to an Integrated Village Development Programme (IVDP).

Aligning our efforts with the Government of India and NITI Aayog's Aspirational Block Programme, LTIMindtree CSR will implement interventions in the selected 19 aspirational blocks, leveraging 39 development indicators to gauge progress. Our comprehensive approach encompasses the following areas:

Education

- Inclusive, quality education
- Digital learning
- STEM/Robotics
- Teacher training and capacity building



Empowerment

- Watershed management
- Biodiversity conservation
- Decentralized renewable energy
- Regenerative agriculture



Environment

- Revolving grants
- Skill development
- Financial literacy
- Promotion of Producer Organizations/Self-Help Groups



Health and Nutrition

- Prenatal and antenatal care
- 1000-day lifecycle approach
- WASH (Water, Sanitation & Hygiene)
- Health & Wellness programs



Each Gram Panchayat will receive a customized combination of these interventions. Through the IVDP approach, we aim to impact 430,000 lives by the end of FY 25 positively.

As you close this book, may you carry with you the spirit of these stories—the courage, the hope, and the unwavering belief in a better tomorrow. Let these tales remind us all that regardless of the challenges we face, our collective efforts can forge a path toward a brighter, more equitable world.

Thank you for joining us on this journey. Together, we thrive. Together, we make a difference.





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