



Registered Office Address: Mindtree Limited
Global Village, RVCE Post, Mysore Road,
Bengaluru – 560059, Karnataka, India.
Corporate identity Number (CIN): L72200KA1999PLC025564
E-mail : info@mindtree.com

Ref: MT/STAT/CS/2021-22/140

February 23, 2022

To
BSE Limited
Phiroze Jeejeebhoy Towers,
Dalal Street, Mumbai 400 001
BSE : fax : 022 2272 3121/2041/ 61
Phone:022-22721233/4
email: corp.relations@bseindia.com

To
National Stock Exchange of India Limited
Exchange Plaza, Bandra Kurla Complex,
Bandra East, Mumbai 400 051
NSE : fax: 022 2659 8237 / 38
Phone: (022) 2659 8235 / 36
email : cmlist@nse.co.in

Stock Code/Symbol: 532819/MINDTREE

Dear Sirs,

Sub: Investor Presentation

Please find enclosed Presentation made to the Investors at the Investors meet today 'Possibilities Summit: Mindtree Investor Day 2022'. The same is also being uploaded on our website.

Thanking you.

Yours faithfully,
For Mindtree Limited

Subhodh Shetty
Company Secretary
Membership No. A13722

Mindtree Limited
Global Village T + 91 80 6706 4000
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Bengaluru – 560059 W www.mindtree.com

Possibilities Summit

INVESTOR DAY

February 23



Safe Harbor

This presentation may contain forward-looking statements, which involve a number of risks and uncertainties that could cause our actual results to differ materially from those in such forward-looking statements.

We do not undertake to update any forward-looking statement that may be made from time to time by us or on our behalf.

INVESTOR DAY

February 23



IST 5:30 p.m. **Welcome to Possible**
GMT 12:00 p.m. **Debashis Chatterjee (DC)**
EST 7:00 a.m. *Chief Executive Officer and Managing Director*

IST 7:45 p.m. **Maximizing Shareholder Value**
GMT 2:15 p.m. **Vinit Teredesai**
EST 9:15 a.m. *Chief Financial Officer*

IST 6:00 p.m. **Getting Businesses to the Future, Faster**
GMT 12:30 p.m. **Venu Lambu** **Manikandesh Venkatachalam**
EST 7:30 a.m. *Executive Director and President, Global Markets* *Chief Business Officer – Travel, Transportation and Hospitality*

IST 8:00 p.m. **Rejuvenating Talent Strategy**
GMT 2:30 p.m. **Suresh Bethavandu**
EST 9:30 a.m. *Chief People Officer*

Mukund Rao **Radhakrishnan Rajagopalan**
Chief Business Officer – Banking, Financial Services and Insurance *Global Delivery Head – Technology Services*

IST 8:15 p.m.
GMT 2:45 p.m. **Q & A**
EST 9:45 a.m.

IST 7:10 p.m.
GMT 1:40 p.m. **Break**
EST 8:40 a.m.

IST 7:15 p.m. **Transforming Businesses in the Digital Era**
GMT 1:45 p.m. **A fireside chat with Ken Solon**
EST 8:45 a.m. *Executive Vice President, Chief Information Officer and Head of IT, Digital and Enterprise Services*
Lincoln Financial Group

+ **Get to the future, faster** *



Possibilities Summit



INVESTOR DAY

February 23



Debashis Chatterjee

*Chief Executive Officer
& Managing Director*

UP NEXT

Welcome to Possible

WELCOME TO POSSIBLE

Get
to the future,
+ *faster* *

Debashis Chatterjee
Chief Executive Officer & Managing Director



Disruptions Over The Decade Have Accelerated Change



2001

DOT.COM BUST

IT Outsourcing

18X Rev Growth



2008

WALL ST. HITS MAIN ST.

Digital Adoption

2.5X Rev Growth



2020

PANDEMIC

Digital Acceleration

\$350B by FY26 led by Digital Transformation

We Kept Evolving to Client Needs During the Pandemic...



Help & Grow



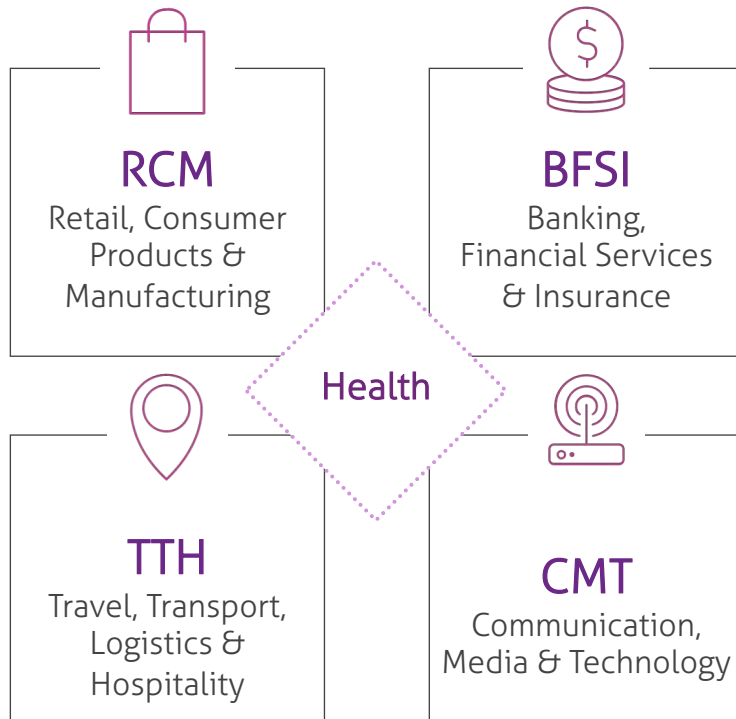
**Redefine Customer
Success**



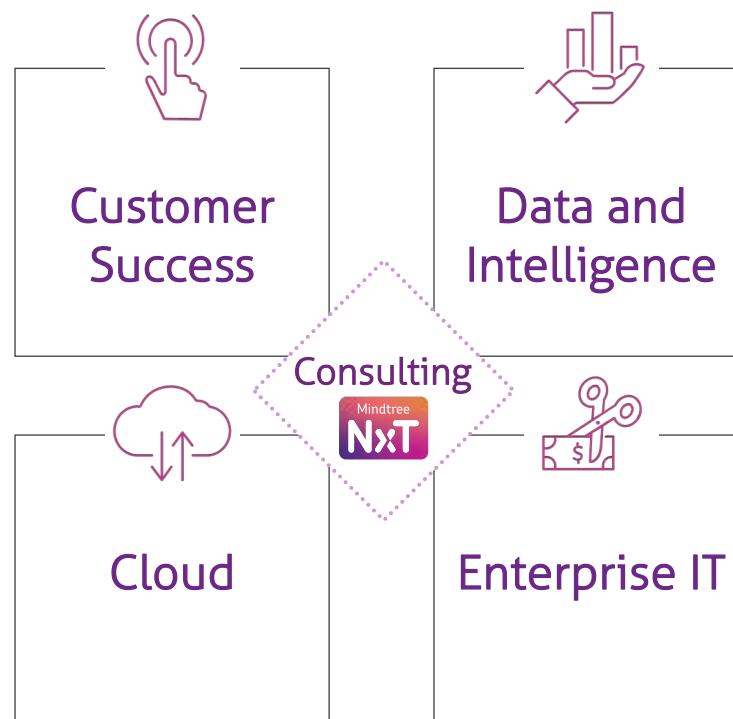
**Reimagine Core &
Add New Possibilities**

...Successfully Leveraging Our Simple and Focused Strategy

INDUSTRY GROUPS



SERVICE LINES



GEOGRAPHIES



...And Delivering Strong Profitable Growth



Revenue (9 months)

\$1.03B USD

~ \$1.5B USD exit annual run rate
as of Q3 FY22



EBITDA Margin (9 months)

20.8%

5 consecutive quarters of
20%+ EBITDA



Earnings per Share (Q3 FY22)

₹26.50 INR

38% increase in 9 months



Market Cap (as on Jan 31)

~ \$8.8B USD

~ 92% increase since Apr 1, 2021



Active Clients (Q3 FY22)

265

22 new logos added in 9 months



Headcount (Q3 FY22)

31,959

8,000+ net additions in 9 months

Industry and Client Needs Are Evolving *Faster* Now



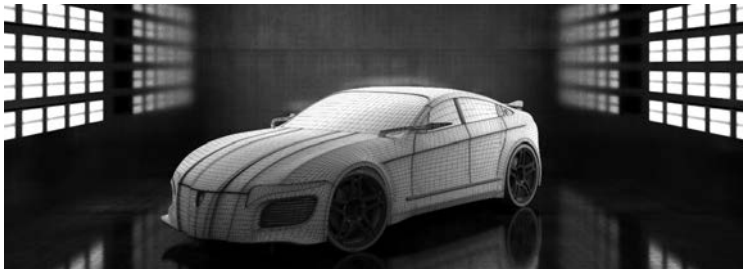
**Newer Businesses &
Newer Revenue Streams**



Industry Lines Converging



**Urgency In Shift From
Legacy To Cloud**



**New Age Technologies
Gaining Prominence**



**Cyber & Ransomware
Attacks On The Rise**



**Resilience & Future-proofing
For Any Eventuality**

Geared Up to Take Businesses to the Future, *Faster*

What?



Being
Consulting-led



Focusing on
Business Outcomes



Delivering Digital Transformation at
Global Scale

How?



Deepening Strategic Domain &
Technical **Partnerships / Alliances**



Simplifying and Streamlining
Capabilities & GTM



Expanding
Presence Across Geos



Rejuvenating
Talent Strategy

Our 3-Pronged Approach



Core Portfolio

Accelerate



Emerging Portfolio

Expand



New Portfolio

Incubate

Accelerate



Core Portfolio



Cross-sell Leveraging Brand Permission In
Focused 100 Clients



Build On Momentum Gained In
BFSI & TTH



Focused Approach On
M&A and **Structured Deals**



Delivering Digital At Global Scale Across
Cloud, Customer Experience, Data,
Enterprise Apps

Expand



Expand Presence Across New Geos
Nordics, Benelux, DACH, and APAC



Digital Engineering Capability
at **Scale**



Expand New Industry Segments
Ex: Healthcare



Emerge As A Strong Player In
Cybersecurity, Platform Tech & Ops,
And **Industry 4.0** Leveraging **NxT**

Incubate



Partner With Start-up Ecosystem, Academia



Co-innovate With Clients



Build **Proof Of Technology & Solutions**



Low Code / No Code



Web 3.0 / Blockchain



Metaverse



Clean Tech



Quantum Tech



Applied AI



Rejuvenating Our Talent Strategy

“ONE SIZE FITS ONE”

Customized & tailored strategy based on technology services & employee profile

IN PURSUIT OF “BETTER EXPERIENCE”

Making it an impactful experience for candidates and employees

“GO TO TALENT”

Focus on getting to the right talent, at the right place, at the right time

Our ESG Commitment



Environmental

- Achieve **carbon neutrality, 100% renewable energy internally** by 2030
- **10 million USD** cumulative funds dedicated for green tech innovation, R&D* by 2025
- **100%** water recycled on dedicated campuses by 2025



Social

- **500,000** lives to be impacted globally via skilling & education by 2030
- 40% **women minds** in workforce by 2030
- **90th+** percentile eNPS score (trusted employer with work ethos) by 2025



Governance

- **50%+** independent directors maintained on our Board
- **100%** training on code of conduct for employees, suppliers, partners by 2025
- **ISO 27701, ISAE 3000** certifications globally - data privacy & security audits

In conclusion, we will strive to take

Clients | Talent | Stakeholders

to the future, *faster*

**Venu Lambu**

*Executive Director & President
Global Markets*

UP NEXT

Getting businesses to the future, *faster*



Mindtree

A Larsen & Toubro Group Company

Get
to the future,
+ *faster* *

Venu Lambu
Executive Director & President, Global Markets



A Look Back at FY22

	STRATEGIC LEVERS FOR FY22	ACCOMPLISHMENTS
 <p data-bbox="137 778 573 1149">FY 2022</p>	Expand Wallet Share	<ul style="list-style-type: none"> • 22 new logos added • 80%+ Revenue (YTD FY22) from FOCUS 100 accounts
	Whitespace Opportunities	<ul style="list-style-type: none"> • Incubated Health Industry Group • Acquired Mindtree NxT for Industry X.0 Capabilities
	Double Down in Europe	<ul style="list-style-type: none"> • Investment in Poland Nearshore Center • Expansion in Germany, Finland, and Denmark
	Hypergrowth with Hyperscalers	<ul style="list-style-type: none"> • Service Now Partnership Level from Premier to Elite • 13 New Solutions Launched on GCP • Earned AI/ ML Azure Specialization
	Industry Partnerships & Consulting	<ul style="list-style-type: none"> • Strengthened Consulting with 70+ Consultants • Launched New Offerings the Areas of Sustainability (ESG), M&A, Metaverse
	Market & Thought Leadership	<ul style="list-style-type: none"> • 70+ Industry Analyst Mentions in Our Strength Areas • 'Strikingly Different' Training for Sales

What Our Clients Are Saying

“**Core modernization** is not simply migrating platforms to cloud...”

CTO, A LEADING REAL ESTATE COMPANY

“There is a **huge opportunity in AI/ML** in transforming how business processes work...”

CHIEF INNOVATION OFFICER,
A GLOBAL CHARITABLE INSTITUTION

“**Sustainability** has become a **holistic agenda** across our organization...”

SVP & CIO, A LEADING FOOD COMPANY

“...We are moving the **personalization** conversation a step further to **customer empathy**...”

SVP, CHIEF EXPERIENCE OFFICER, A
LEADING CONFECTIONARY MAKER

“Strategic partnerships are the key when scaling needs to be done continuously for faster outcomes. **Simplifying the ecosystem** helps the organizations to scale better”

VP, LEADING GLOBAL HEALTHCARE COMPANY

“...learning has translated into extensive use of **next generation technologies—automation, digital twinning, sensorization**”

CIO & HEAD OF IT, LEADING GLOBAL CPG COMPANY

Market Analysts' Views

The **Artificial Intelligence (AI)** market is expected to **break the \$500 billion** mark in 2023.

IDC

Worldwide IT spending is projected to total \$4.5 trillion in 2022, **an increase of 5.1%** from 2021.

GARTNER

By 2025, **more than 50 billion devices** will be connected to the **Industrial Internet of Things (IIoT)**.

MCKINSEY

Over half of enterprise IT spending in key market segments to **shift to the cloud** by 2025.

GARTNER

Digital economy to hit **4.8 trillion USD** during second digital revolution.

OVUM

25% of people will spend at least one hour per day **in the metaverse** by 2026.

GARTNER

Digital Transformation is Multi-staged



DIGITIZE



Digitizing existing business processes

REIMAGINE



Reimagining digitized business process

REDEFINE



Redefining existing business model

FUTURE-READY



Getting to the **future-ready** businesses

Businesses are in different stages of digital transformation
& can move based on their maturity

Our Big Bet

We are enabling our clients to...

Get  to the future,
+ *faster* *



*This is more than
just increased digitization*

Strategic Levers for FY23

Build Full Stack Accounts



Next-gen Delivery Capabilities
for Integrated Solutions

Reimagine the
Ecosystem

Enable Industry
Convergence

Shift From Run IT to
Product IT Ops

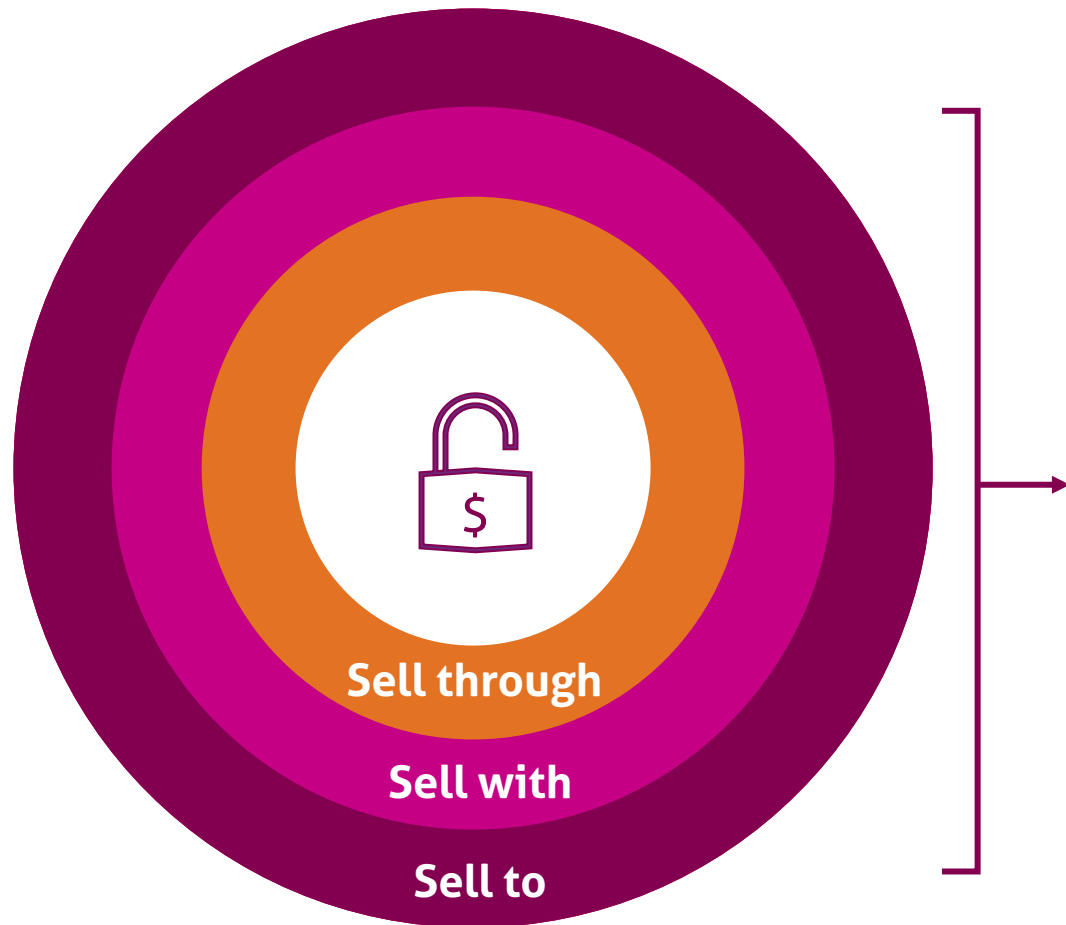
Edge to Experience for Industry X.0



*Transforming a US-based Life, Annuity, and Retirement Provider
As a Digital Powerhouse Built for the Cloud*

By Partnering Across Digital, Data, and Cloud for the Enterprise

Reimagine the Ecosystem



Unlocking Business Value: Energized Ecosystem

Strategic Tech Roadmap for Customers

Focus on Co-creation, Co-innovation, and Co-investment for Future-ready Solutions

Curated Ecosystem Partners to Reduce Complexity

Governed, funded, and enabled by a dedicated hyperscaler unit

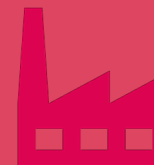


Helping a Footwear Brand Transform the Digital Experience for Athletes

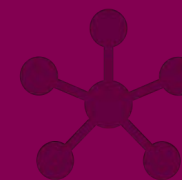
Shift From Run IT to Product IT Ops



**INDUSTRY X.0
BLUEPRINT**



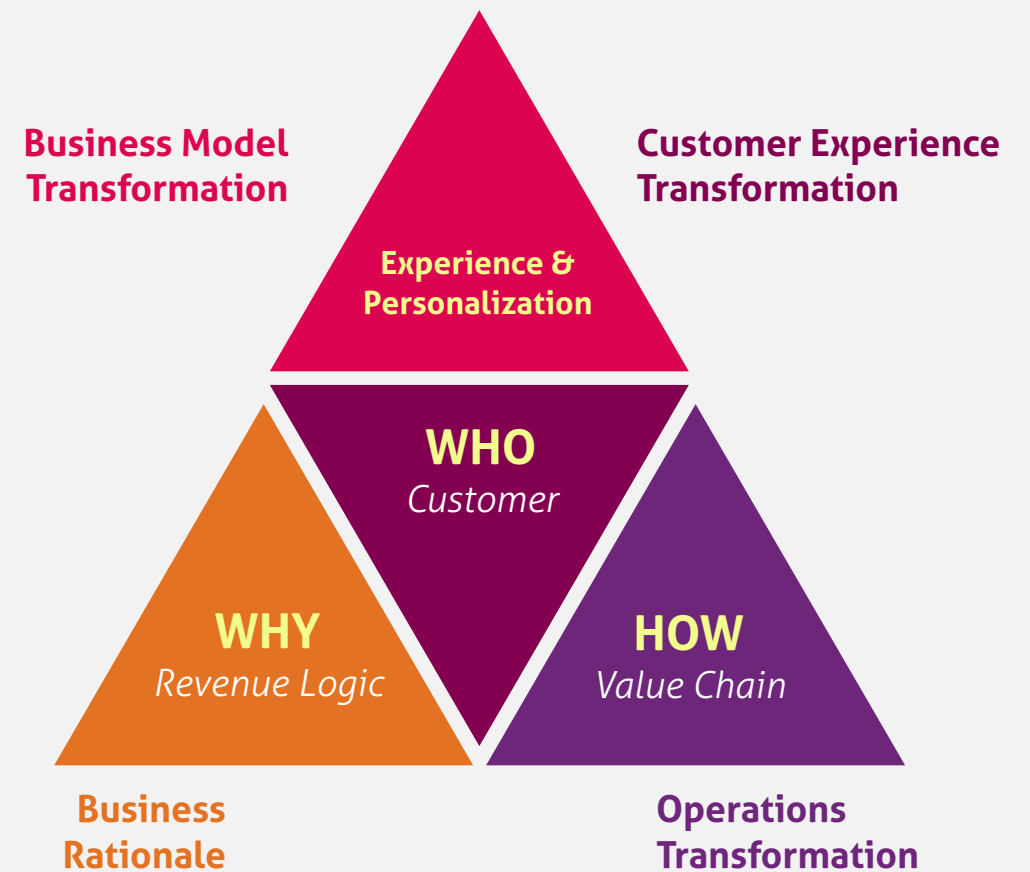
**DIGITAL
OPERATIONS**



**IT-OT
CONVERGENCE**

*Digital Smart Factory Strategic Assessment—65 factories, 40 mines,
5 core departments over 7 regions, to execute Industry 4.0 Projects*

By Leveraging Edge-to-Experience Capabilities through Mindtree NxT



Helping a Leading US-based Real Estate Company Move from Traditional Business to a Platform Company with Capabilities for Exchange of Financial, Communication, and Tenant Services

By Business Model Reimagination Led by Consulting Engagement



**Manikandesh
Venkatachalam**

*Chief Business Officer—Travel,
Transportation and Hospitality*

UP NEXT

Getting businesses to the future, *faster*

Travel, Transport & Hospitality



Strong Recovery Expected from March 2022



Southwest

Omicron impact does appear to be isolated to January and February. And we expect a profit in March.

Robert E. Jordan Executive Vice President & Incoming Chief Executive Officer, Southwest Airlines Co.



DELTA

We remain confident in a strong spring and summer travel season, with significant pent-up demand for consumer and business travel both domestically and internationally.

Edward Herman Bastian Chief Executive Officer & Director, Delta Air Lines, Inc



American Airlines

Bookings are recovering fast after dropping off due to Omicron however they are not back to pre-omicron levels yet.

Robert Isom Incoming Chief Executive Officer, American Airlines



**MARRIOTT
VACATIONS
WORLDWIDE**

While we have seen a modest impact in January related to Omicron, forward looking trends remain strong, illustrating the resiliency of our leisure-focused business model

Stephen P Weiss Chief Executive Officer, Marriott Vacations Group



RYANAIR

We hope that the rollout of booster vaccines across Europe in recent weeks, and growing evidence that Omicron is less virulent than other variants, will enable EU governments to remove travel restrictions and restore consumer confidence in inter EU air travel well in advance of Easter

Michael O'Leary Chief Executive Officer, Ryanair

Changing Customer Needs and Demand Shifts

TODAY

TOMORROW

Creating Value

Re-imagining the Existing Business



Touchless Check-in Kiosks



Contactless Arrival & Mobile Key



Contactless Car Rental

Future Ready



Air Cargo Logistics Business



Subscription Travel Model

Finding Value

Digitizing Existing Business Processes



Reservation System Mainframe to Cloud Migration



Call Center Modernization



Automated Refunds Processing

Redefining the Business Model



New Loyalty & Alliance Products



Holidaying: Experiences, Not Destinations

Existing Business

New Business

Travel Cloud

Travel companies need to use cloud for innovation to unlock new business value. The hyperscalers have now enabled solutions with specific industry cloud focus to grow and innovate for the future.



**Traveler 360
Hyper-personalization**



**Next Generation
Contact Center**



**Cloud Data Pricing
Solution**



**Disruption Recovery
Solution**



Contactless Travel



**Mainframe
Modernization**



**Mukund Rao**

*Chief Business Officer —Banking,
Financial Services and Insurance*

UP NEXT

Getting businesses to the future, *faster*

Banking, Financial Services & Insurance

Clients are Looking to Get to the Future, *Faster*

Entering 2022

Banks emerged Stronger

Rapid growth in Digitization

Convergence of Industries

Heightened M&A

Drive to be Purpose Driven Organizations

Evolving Themes

1

Business-first Digital Transformation at Scale

2

Platform Stacks → Solution Stacks

3

Cloud at the Heart of the business

4

Empowering Customers

5

Agility + Efficient Operations

Evolving Mindtree BFSI → helping clients get to the Future, *Faster*

1	Discrete Initiatives → Transformation at Scale	→	'Full-stack' transformation for a \$500B AUM Asset Manager
2	Platform → Solution Stack	→	'Experience to Core' transformation for a Medical Malpractice Insurer
3	Cloud → Partner of Choice	→	'Mainframe to Azure' for a Retirement and Employee Benefits Insurer 'Multi-cloud' for a Fortune 100 Cards & Payments processor
4	Domain Offerings → developed with Partners	→	Financial Engine for Well-being, ESG, BNPL
5	Enterprise Agility → M&A, Product IT	→	'M&A partner of choice' for banks, ratings agencies and insurers
6	Remain Partner Of Choice → New Tech, MarTech	→	Crypto trading platform build for a UK financial institution IoT partnership with a Global P&C Carrier
7	Focus for Growth → Global	→	Wins in Tier-1 financial institutions - US, Europe, ME, and ANZ

Reimagining the Ecosystem



Banking



Cards & Payment



Capital Markets



P&C



Life & Annuities

Industry Partnerships



Cloud native composable core banking platform



Digitized loan origination platform built on Salesforce



SaaS cloud ready payments platform



Integrated trade and risk management suite



Enterprise Data Management tool



Full Suite P&C platform — policy, billing and claims modules



Decision management platform for property & casualty, life & annuities and more

FinTech and InsurTech Partnerships



Tookitaki

AI/ML-based powered platform to reduce AML false positives



Neener Analytics
Human-Data Science™

AI-powered financial risk decisioning using alternate data



Salesforce based digital lending platform



Capital Quant Solutions

Deep learning / NLP platform to transform unstructured documents into structured insights



ESG investment research & risk analytics platform



AI/Vision Learning solution for auto claim assessment



Low code digital solutions for personal and commercial lines

Enterprise Partnerships

Impact at Scale

Transformation Partner for Digital, Data, Cloud and Infrastructure for A US Fortune 250 Life, Annuity, and Retirements Provider

17 Million Lives Across Life, Annuity, and Retirement Plans
\$303 Billion in AUM
17.5 Billion in GWP

Product-IT Model Evolution, Modernization to Native Cloud, Data Fabric on the Cloud for a large Global Credit Ratings Agency

2.8+ Billion Consumer Credit Card Files Delivered
21.7 Million Mortgages and Home Equity Loans Enabled
85 New Products Delivered just in 2021

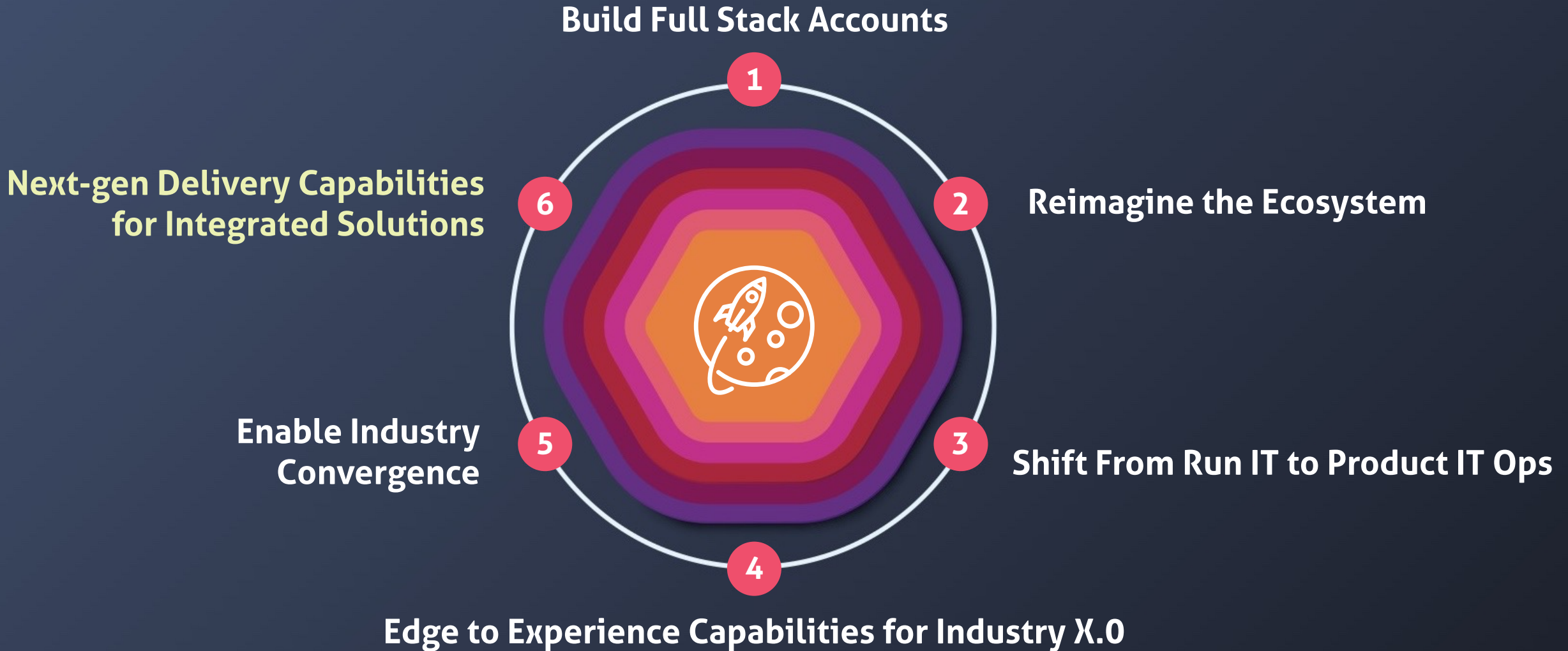
Transforming Benefit Administration for a Global Supplementary Insurer

50 Million Lives Globally
7 Million Members (Employees)
470,000 Groups (Employers)
80,000+ Agents & Brokers

Built and Evolving the Centralized Global Risk Management System for a Fortune 100 Cards & Payments Major

52 Markets, Daily review of Risk Assessment
Over 3 Billion Risk Assessments Annually
Across 110 Million Credit Card Clients

Strategic Levers for FY23





Possibilities Summit

INVESTOR DAY

February 23



**Radhakrishnan
Rajagopalan**

*Global Delivery Head—
Technology Services*

UP NEXT

Getting businesses to the future, *faster*

*Building Integrated Solution Capability
for Future, Faster*

Building Integrated Solution Capability for Future, *Faster*



Strengthening **CAPABILITIES**

Deepening our partnerships across hyperscalers, incubating emerging technologies and investing on platforms to drive efficiencies at scale



Autonomous **WORKFORCE**

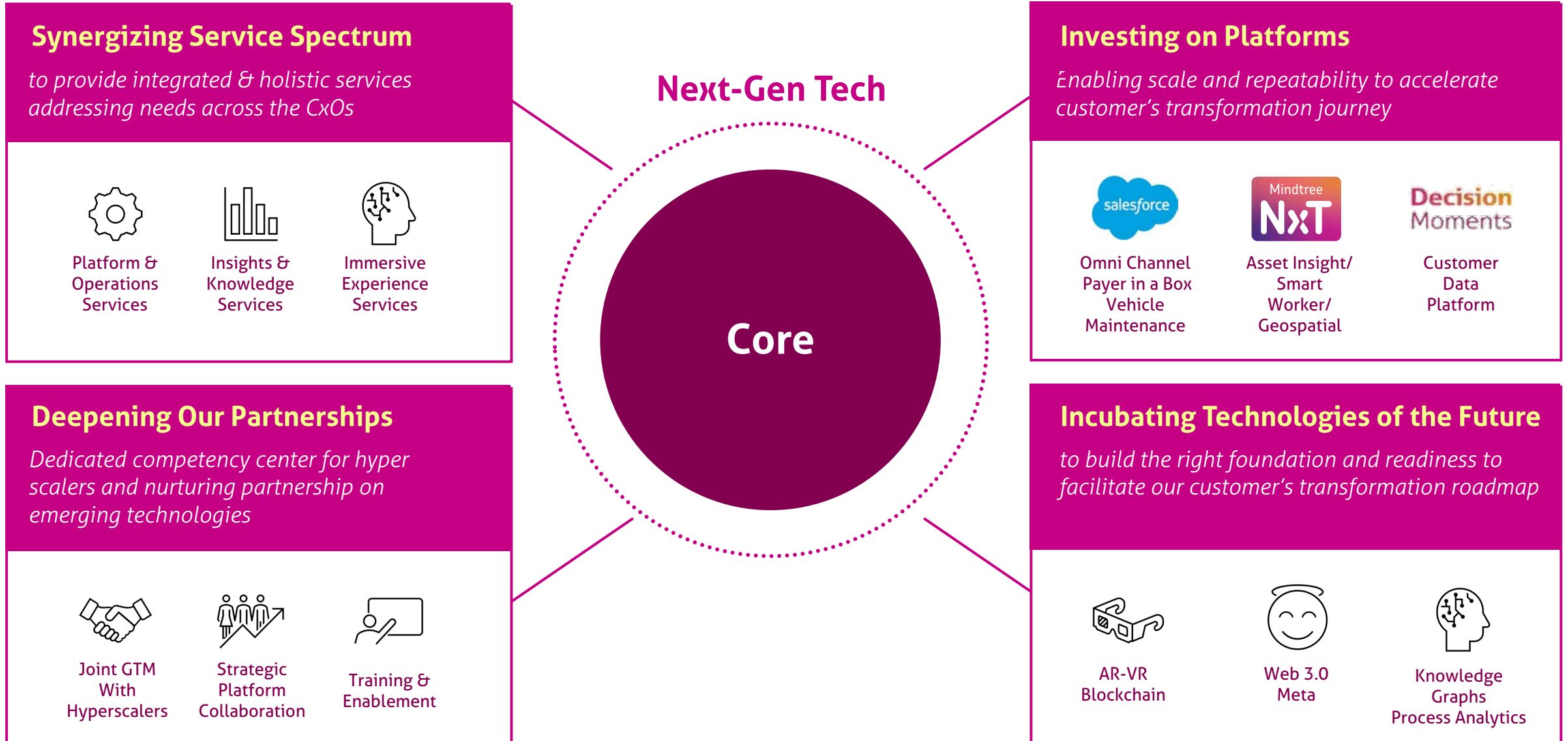
Right blend of human and digital workforce coupled with environment for continuous learning to create self-sufficient teams



Synergizing **SERVICE DELIVERY**

Simplified & connected delivery construct for higher degree of collaboration and productivity to accelerate business outcome

Strengthening Our Core and Embracing Next-gen Tech Capabilities



Building An Autonomous Workforce



VERSATILE WORKFORCE

- Focus on **full-stack developers** across hyperscalers
- Improved productivity through **automation & bot-based virtual assistants & advisers**



IMMERSIVE

- **Simulation-based virtual training environment** for cross-skilling and upskilling
- **Partners led training** and certifications
- **Collaboration with academia** for creating industry-ready talent pool



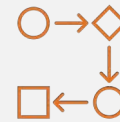
ENGAGING

- **Hybrid and Nomadic workplace**—technology-driven, location-independent teams
- **Platforms for communities** to improve collaboration

Synergized the Service Delivery



Output / Outcome-based "As-a-service"
Next-gen Delivery Models



Xops-centric Unified Service Delivery for
Continuous Business Value Amplification



Offering-led Techno-functional Teams to Drive
Industry Solutions



Integrated Service Delivery to Drive 360° Digital
Transformation

Helping Clients Get to the Future, Faster

Enabling a **dual mandate** of **cost savings and revenue maximization**





Break



**Ken Solon**

*Executive Vice President, Chief
Information Officer and Head of IT,
Digital and Enterprise Services*

Lincoln Financial Group

UP NEXT

Transforming Businesses in the Digital Era

A Fireside Chat



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Vinit Teredesai
Chief Financial Officer

UP NEXT

Maximizing Shareholder Value

MAXIMIZING SHAREHOLDER VALUE



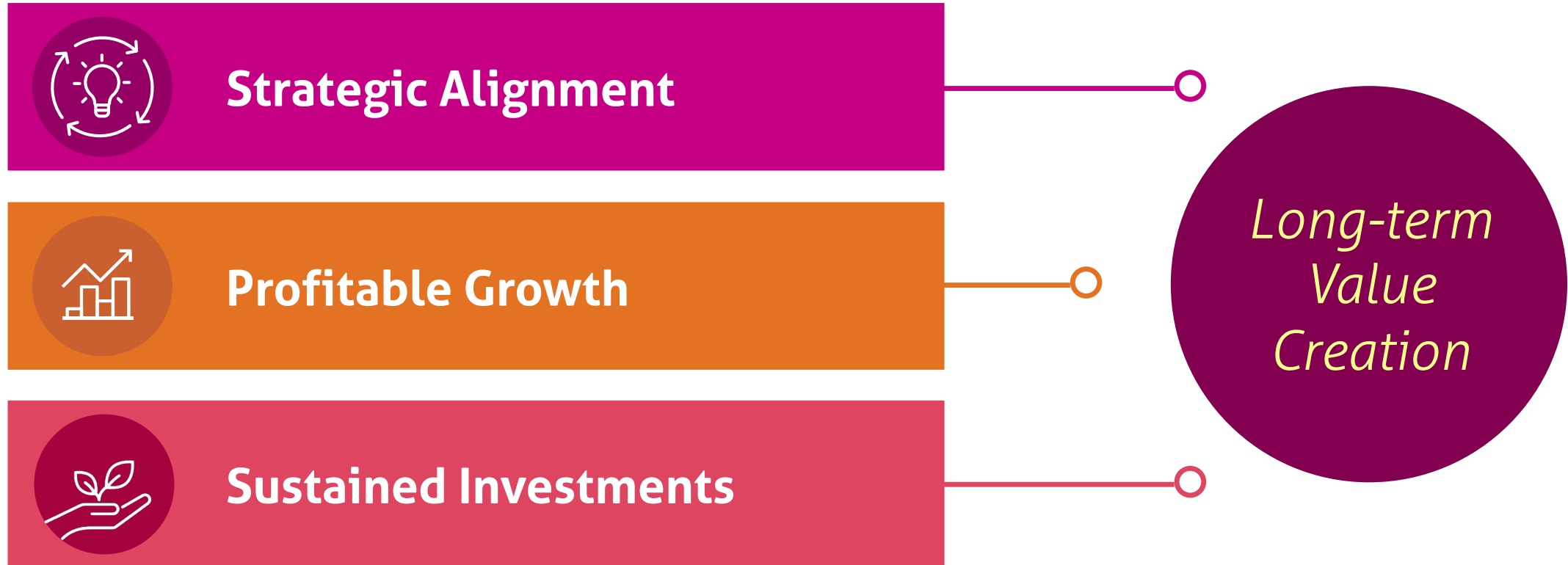
Mindtree

A Larsen & Toubro Group Company

Get
to the future,
+ *faster* *

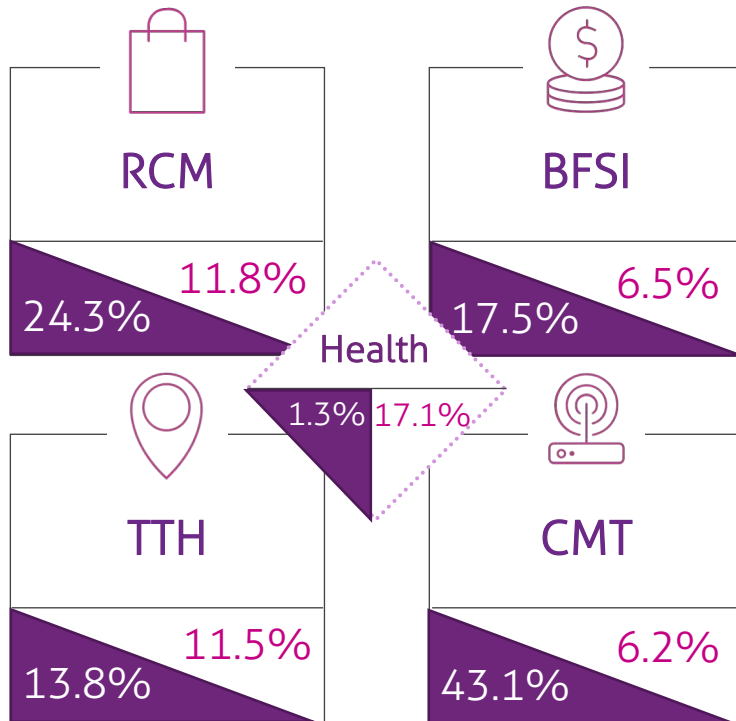
Vinit Teredesai
Chief Financial Officer

Our Commitment to Maximizing Value

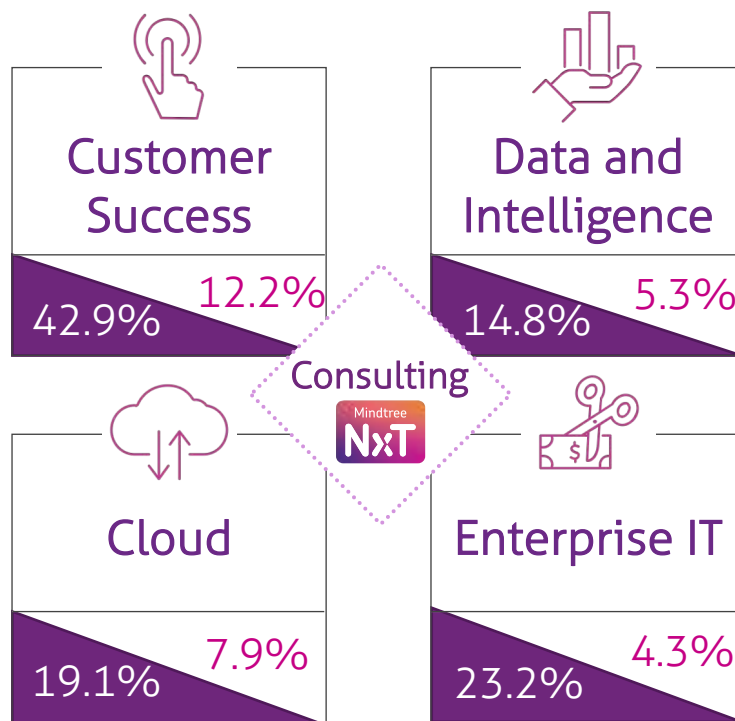


Delivering On Our Simple and Focused Strategy...

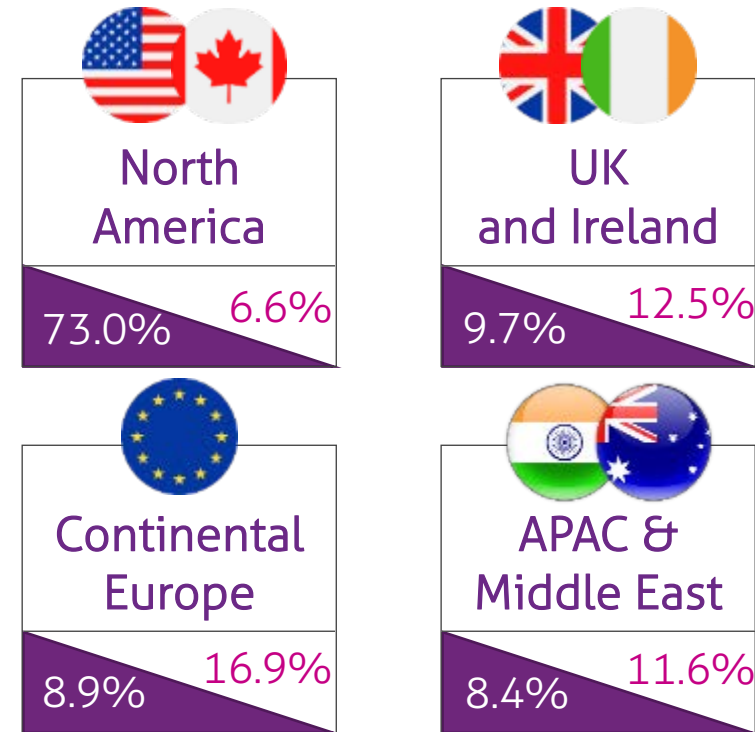
INDUSTRY GROUPS



SERVICE LINES



GEOGRAPHIES

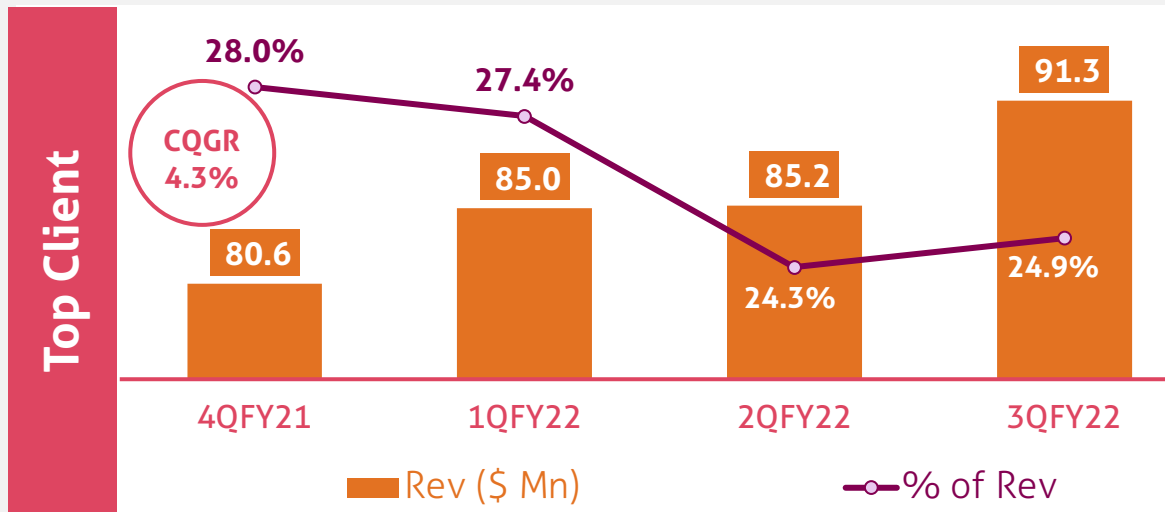
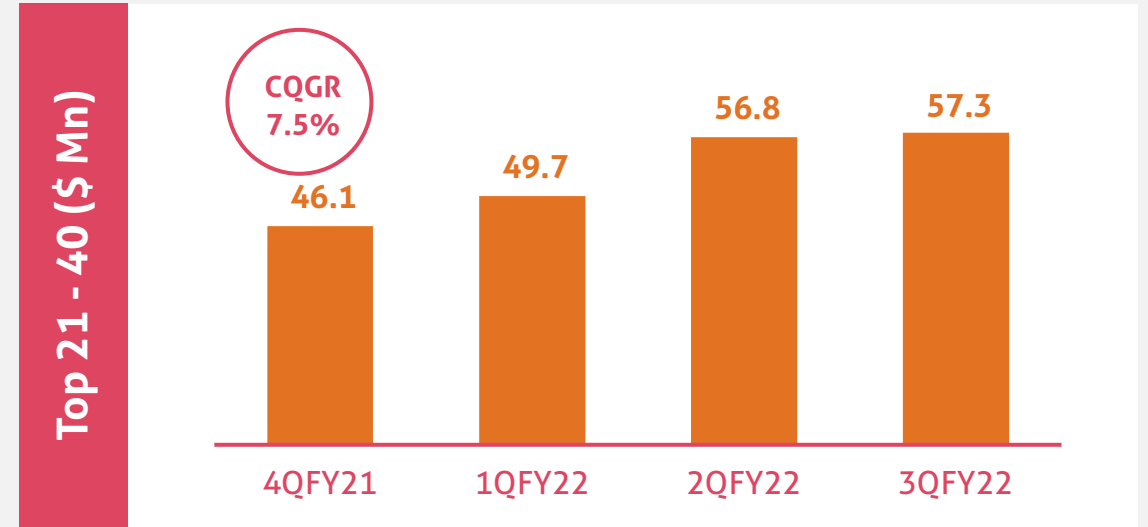
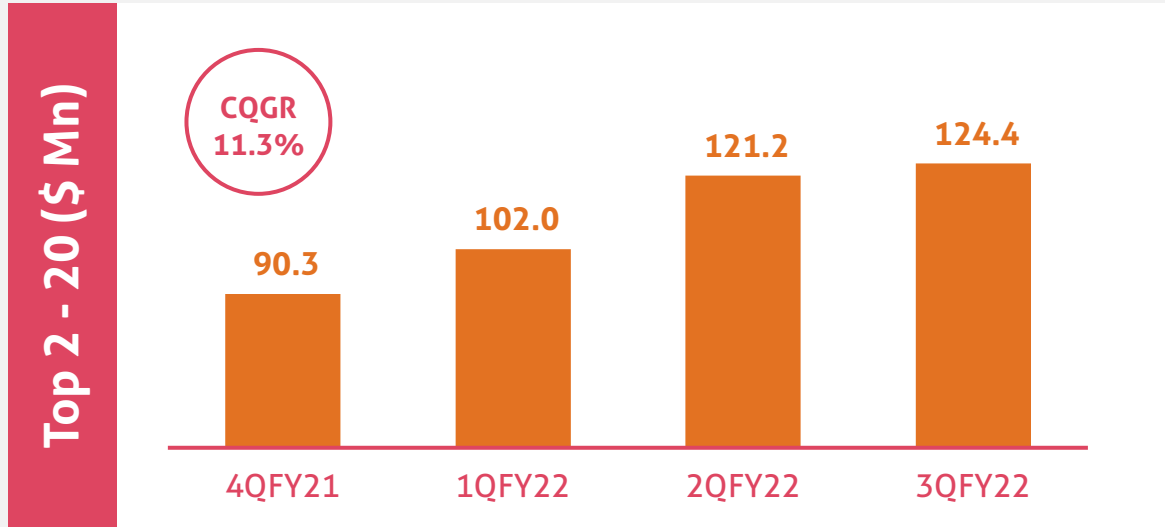


Company CQGR: 8.3%

% of Rev (3QFY22)

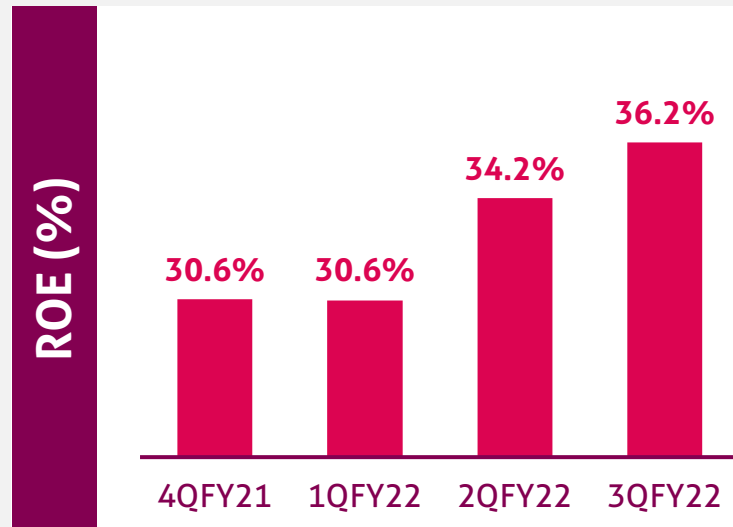
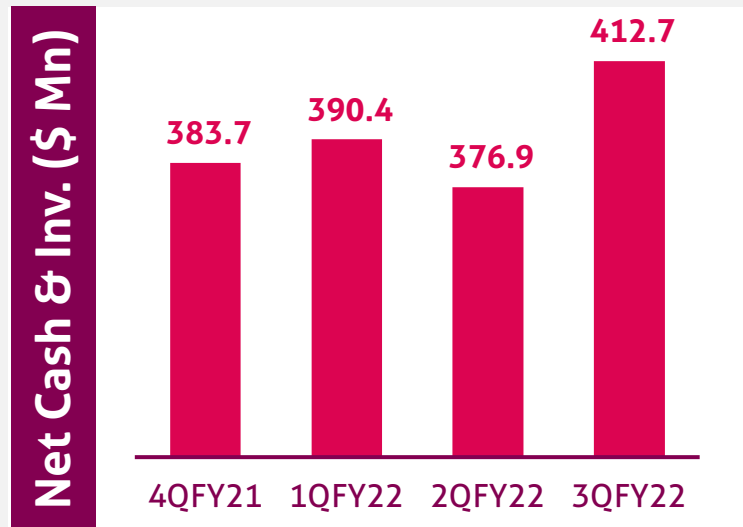
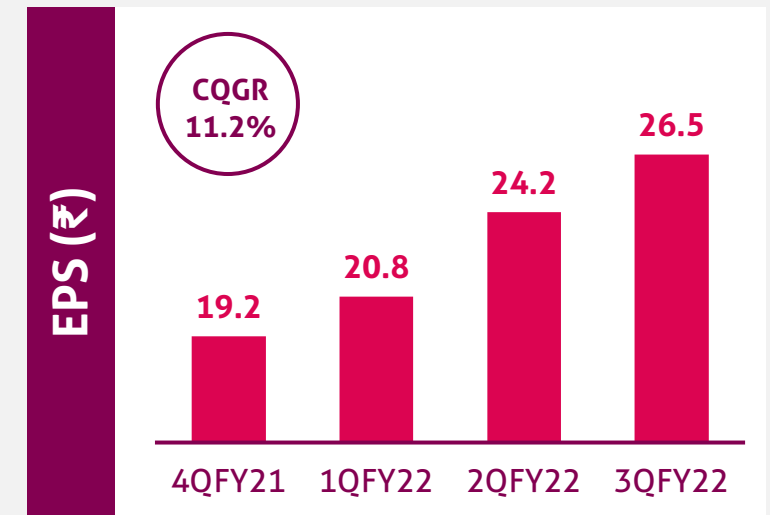
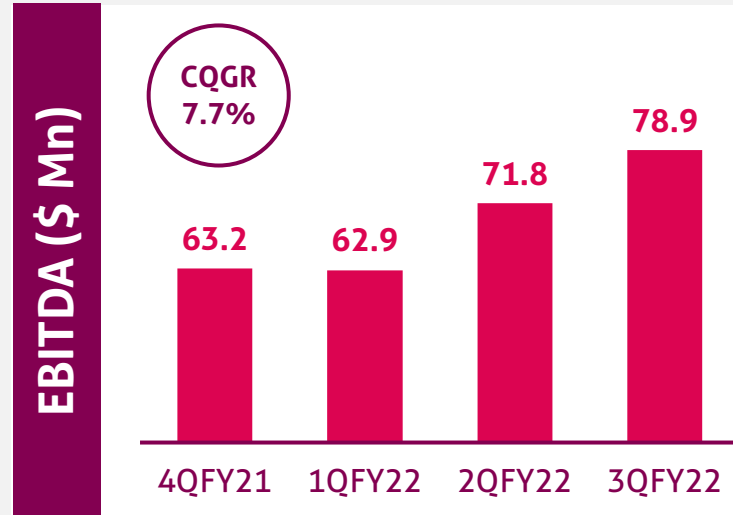
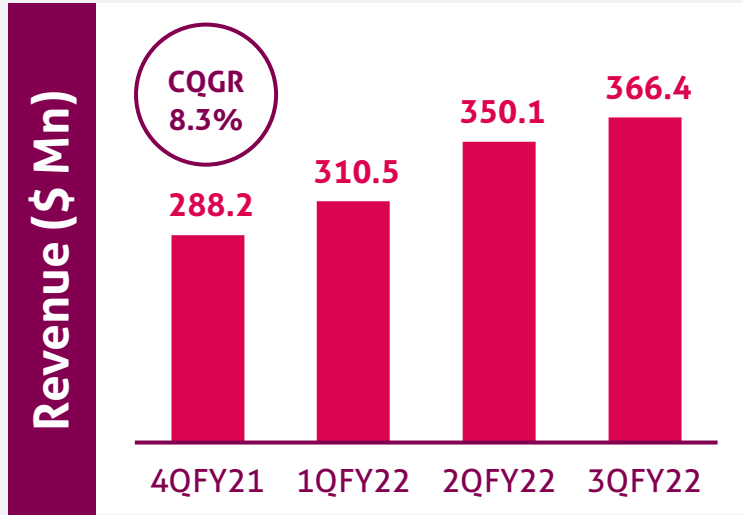
CQGR (4QFY21-3QFY22)

...With Growth Acceleration Across Our Client Bands



Revenue (LTM)	Q4FY21	Q3FY22
\$1Mn+ clients	118	136
\$5Mn+ clients	44	52
\$10Mn+ clients	20	33
\$20Mn+ clients	7	9
\$50Mn+ clients	1	1
\$100Mn+ clients	1	1

Growing Profitably, With Focus On Efficiency



*Strong growth,
driving operating leverage and
sustaining robust margins
through rigorous efficiency
management*

Our Disciplined Investments to Drive Future Growth



Expanding Hyperscaler Ecosystem



Select M&A and Structured deals



Go-to-Market and Sales



Industry X.0, Healthcare & Next-Gen Tech



Consulting and Domain capabilities



Environmental, Social, Governance



Distributed Global Delivery Model



Rejuvenating Talent Strategy

Strong Fundamentals, Leading To Maximizing Value

Cash & Investments

At an all-time high \$412.7 Mn

Strong Balance Sheet

3QFY22 OCF to EBITDA at 87.7% | FCF to EBITDA at 77.6%

Market Capitalization

Increased: 92% | Highest: 140%

Dividend Payout

Dividend payout ratio 35%+

Shareholder Returns

Superior returns: 94% | Highest returns: 141%

Market Capitalization and Shareholder Returns based on period: 1 Apr'21 – 31 Jan'22

*Shareholder Returns = $[(Price1 - Price0) + Dividend] / Price0$
Highest figure based on closing price of 17 Nov'21*

Committed to Long-term Value Maximization

Strategy Execution



Strategic Investments



Profitable Growth



Maximize Value



Excellence in Integrated Reporting & High Standards of Governance



Possibilities Summit



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Suresh Bethavandu

Chief People Officer

UP NEXT

Rejuvenating Talent Strategy

REJUVENATING TALENT STRATEGY



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Get
to the future,
+ *faster* *

Suresh Bethavandu
Chief People Officer

Talent Highlights



Headcount
(Q3 FY22)

31,959



Attrition
(Q3 FY22 LTM)

21.9%



Nationalities

80+



Diversity & Inclusion

Women: 32.3%
*Veterans, LGBTQ+ and
Differently abled*

Our Work Ethos

Anchored by
PURPOSE

CARING
For People

LEARNING
With Curiosity

Delivering Ambitious
RESULTS

Evolving Talent Trends



Flexibility in Location
and Working Hours



Faster **Career** Progression,
Customized **Rewards**



Opportunity to Work on
Cutting-edge Technologies



Empathy and an Inclusive
Environment



Comfortable With
Trying Out New Things



Multiple **Opportunities**, Less
Hesitation to Switch Jobs

Considerations that influence long and short-term strategy



Rejuvenating Our Talent Strategy

“ONE SIZE FITS ONE”

Customized & tailored strategy based on technology services & employee profile

IN PURSUIT OF “BETTER EXPERIENCE”

Making it an impactful experience for candidates and employees

“GO TO TALENT”

Focus on getting to the right talent, at the right place, at the right time

“One Size Fits One”



Targeted Interventions By Segments

e.g., Trainees, early career,
middle and senior
leadership.

Meeting Evolving Aspirations

for each of the
segments.

Aligning Policies & Value Proposition

in line with expectations.
Refresh continuously.

In Pursuit of “Better Experience”



Candidate Experience

Shorter Term

From interview process to offer rollout, onboarding, seamless transition into the organization



Employee Experience

Longer Term

Employee touchpoints across learning & development, performance, career management, and other interactions

Operational Excellence | Best-in-class Systems | Last-Mile Delivery

“Go to Talent” Strategy



Expanding Our Delivery Footprint

- Kolkata, Coimbatore, Warangal
- Canada, Poland, Spain
- Expansion in Pune, Hyderabad, Chennai



Exploring New Ways to Attract Talent

- High share of internal referrals
- Green channel for ex-employees
- Returnship program
- Enhanced brand recall



Targeted Approach for Freshers & Trainees

- A differentiated campus strategy
- Mindtree EDGE
- Career-building programs

Taking talent to their
aspirations, ***faster***

Q&A

