

L&T TECHNOLOGY SERVICES LIMITED (LTTS) – MODERN SLAVERY ACT STATEMENT

1. LTTS MODERN SLAVERY STATEMENT

This annual statement is published in accordance with the Modern Slavery Act 2018 (Cth) (Australian MSA) and the Modern Slavery Act 2015 (UK) for the financial year ending 31 March 2025 (FY2025-26) and sets out the actions we have taken to assess and address modern slavery risks in our operations and supply chains. L&T Technology Services Limited (“LTTS” or the “Company”) is a reporting entity for the purposes of the Australian MSA and the Modern Slavery Act 2015 (UK).

This statement is made on behalf of LTTS, for its below entities: -

Country	Name of the entity	Type of the entity	Registration number
Australia	L&T Technology Services Limited	Branch	ARBN: 606851245
UK	L&T Technology Services Limited	Branch	FC031465

2. OUR ORGANIZATION, OPERATIONS AND SUPPLY CHAIN

2.1 Our Organization Overview and Operations

LTTS is a global leader in AI, Digital & Engineering Research & Development (ER&D) consulting services. Operating in more than 25 countries, with annual revenues of over USD 1.22 Billion as of 31 March 2026, LTTS designs, develops and delivers transformative products and services for a diverse clientele worldwide. From mobility and sustainability to next-gen technologies, we partner with the world’s biggest and brightest brands across practically every industry. Our commitment to Purposeful Agile Innovation drives us to consistently push boundaries. We deliver solutions that not only address the challenges of today but anticipate the needs of tomorrow. We are dedicated to helping create a world where technology and sustainability go hand-in-hand, to bring about a smarter, more connected and more sustainable future for all. For further details about LTTS go to <https://www.ltts.com/>.

The FY25-26 Integrated Annual Report of the Company is developed in accordance with the Integrated Reporting (IR) framework and the GRI (Global Reporting Initiatives) Standards. Our Business Responsibility and Sustainability Report for the financial year 2025-26 which forms a part of the LTTS Integrated Annual Report can be assessed on our website at <https://www.ltts.com/system/files/2026-06/LTTS-IAR-2025-2026.pdf>.

2.2 Our Supply Chain

At LTTS, our supply chain comprises of a robust network spanning multiple categories across providers of hardware, software, cloud services, talent management solutions, office space leasing, employee travel, and other relevant services. This global ecosystem ensures that we have access to the necessary resources and capabilities to sustain operational excellence and deliver value to our clients.

LTTS promotes sustainable sourcing in accordance with global sustainable practices which is laid out in our Supplier Code of Conduct (SCoC). Suppliers must agree to the SCoC requirements to, among other things, respect and comply with various labour practices and human rights, demonstrate their commitment to the environment, comply with legal requirements, and refrain from engaging in practices including child labour, forced labour, and discriminatory hiring practices. Vendors must also support safe, healthy working conditions and welfare amenities. Our SCoC can be found at <https://www.ltls.com/sites/default/files/investors/corporate-gov/pdf/LTTS-supplier-codeofconduct-2024.pdf>.

2.3 Modern Slavery Risks in Our Operations and Supply Chain (s 16(1)(c), Australian MSA)

LTTS believes that addressing human rights and labour issues is critical to sustainability and long-term stability. We abide by national and international human rights standards within our operations and expect our suppliers to respect and comply with the following obligations, among others:

- (i) Child labour and forced labour – LTTS has zero-tolerance with respect to any form of child labour, forced labour, bonded labour, modern slavery, indentured labour, and trafficking of labour and expects our suppliers to strictly abide by these prohibitions.
- (ii) Human Rights - Suppliers are expected to respect the protection of human rights, not engage in any instance of inhumane and inappropriate treatment, have in place human rights management systems, disciplinary policies, procedures, human rights training and grievance redressal mechanisms, and respect all local regulatory and compliance requirements as well as international proclaimed human rights.
- (iii) Non-discrimination – Suppliers shall not discriminate in hiring or employment practices based on various enumerated categories and under no circumstances shall a supplier tolerate unacceptable treatment of employees such as mental, sexual or other harassment.
- (iv) Working hours – Suppliers are expected to comply with applicable laws and regulations on working hours and minimum wages, overtime compensation and maximum hours, and are required to carry out their business in a manner that ensures humane and productive working conditions.
- (v) Ethical hiring -- Suppliers are expected to ensure that employees and workers are not required to pay recruitment fees or related fees of any type and ensure that all employees and workers receive written notification on the terms of employment in a language well understood by them.

LTTS has identified the following modern slavery risk areas across its operations and supply chain during FY2025-26:

(a) Labour sourcing and staffing: LTTS engages workers through third-party staffing providers, making recruitment-related risks, including worker fees and migrant worker vulnerability, a higher risk category.

(b) Hardware and electronics supply chain: LTTS sources hardware and electronic components through global supply chains, where risks of forced labour and child labour may arise in raw material sourcing and manufacturing activities.

(c) Facilities and office services: Cleaning, catering, security and facilities management services present modern slavery risks particularly where these are sub-contracted through labour hire arrangements.

(d) Travel and logistics: Employee travel services and logistics providers, particularly those operating in high-risk regions, may be exposed to risks of labour exploitation. LTTS has assessed this as a lower-risk category given its primarily professional services nature.

3. OUR BUSINESS

As a socially and environmentally responsible business, we are focused on sustainable growth and building long-term stakeholder value. Our sustainability framework is based on environmental stewardship, diverse and inclusive talent pool, employee engagement, community care, robust policies, strict adherence to our Code of Conduct, a strong risk management and compliance framework, highest governance standards, transparent and accountable reporting and disclosures.

4. REPORTING ENTITY'S STRUCTURE, OPERATIONS AND SUPPLY CHAIN

4.1 Company Overview and Operations

LTTS supports the elimination of all forms of forced and compulsory labour to ensure that we trade ethically, source responsibly and work to prevent modern slavery and human trafficking. We are committed to addressing the modern slavery risks in our business and supply chain and ensuring that we have effective systems and practices in place to combat slavery and human trafficking. In addition to the SCoC described above, our employee Code of Conduct strictly prohibits all forms of human rights violations including slavery, bonded labour, forced labour, debt bonded labour, child labour and trafficking of labour from any of its sites to other sites for conducting business.

4.2 Complaint Mechanism

We have systems to encourage the reporting of concerns and protection of whistleblowers. All our employees including sub-contracted employees have access to complaint mechanism, where they can lodge complaints on various concerns not limited to use of child labour, modern slavery, forced, bonded, or indentured labour or involuntary prison labour, human trafficking etc. Our whistleblower policy can be accessed at <https://www.ltts.com/investors/corporate-governance>.

4.3 Periodic review

Our compliance framework, including our policies, procedures, supplier agreements, purchase order terms, code of conduct training modules, employee code of conduct and supplier code of conduct are reviewed periodically for any changes relating to modern slavery and other regulations and updated for changes from time to time in compliance with applicable laws.

5. DUE DILIGENCE, RISK ASSESSMENT AND RISK MITIGATION PROCESSES FOR MODERN SLAVERY & HUMAN TRAFFICKING

5.1 Due Diligence Process:

At LTTS, we have developed and implemented adequate due-diligence procedures for onboarding new suppliers. Suppliers must agree to comply with our policies, applicable laws and regulations. We have a detailed onboarding process for our suppliers wherein we obtain pertinent registration and permit confirmations. We also carry out annual risk assessments for our suppliers and the supply chains to access, identify and address modern slavery risks, wherever required. As detailed above, our SCoC contains elaborate provisions prohibiting, among other things, forced labour, modern slavery, indented labour, child labour and labour trafficking. All our suppliers are required to affirm the SCoC at the time of onboarding.

We integrate modern slavery considerations into our operational risk management framework and provide guidance to relevant stakeholders on compliance obligations. Risk assessments are conducted to identify potential areas of concern and support the implementation of appropriate mitigation measures. We will continue to undertake supplier awareness and oversight in our procurement and talent acquisition process for mitigating modern slavery risk.

5.2 Risk Assessment and Mitigation

LTTS' Internal Audit (IA) team, which is independent of the External Auditor, provides assurance to the Board of Directors and Executive Leadership on whether risk management, internal control and governance processes are adequate and functioning. Results of IA's activities are reported to the Executive Directors who are responsible for the day-to-day management of the state of affairs of the Company. LTTS assesses modern slavery and human rights risks across its operations and value chain through ongoing risk management processes and periodic reviews of labour practices, employment arrangements, and internal policies.

6. TRAINING AND AWARENESS

LTTS is committed to enhancing the capability of its various teams to understand, recognize and manage the risks of modern slavery in its own operations and across the entire supply chain. Regular training sessions and awareness campaigns are conducted to prevent unfair practices and inform employees about their rights within the organization. To inculcate cultural awareness and appreciation for a different perspective at the workplace, cross cultural trainings are conducted at the organization. It helps to foster mutual respect, trust, and clear communication between employees as well as other stakeholders. To create awareness and promote best practices, we

have mandatory e-Learning training courses relating to code of conduct for all our employees including sub-contracted employees.

7. ASSESSING EFFECTIVENESS IN FIGHTING SLAVERY AND HUMAN TRAFFICKING

LTTS monitors the effectiveness of its human rights and modern slavery risk management processes through established governance, audit, and compliance mechanisms. The Company oversees supplier onboarding through its procurement processes and conducts periodic reviews of relevant employment and payroll practices. LTTS oversees the supplier onboarding process through the ARIBA portal, and the payroll systems are monitored through periodic internal audits. Employees and other stakeholders can raise concerns through LTTS's Whistleblower mechanism which has been in place since October 2014, which supports confidential reporting, protection from retaliation, and the investigation of potential human rights, modern slavery or human trafficking concerns and any other Code of Conduct violation. Whistle blowers are assured by the management of full protection from any kind of harassment, retaliation, victimization, or unfair treatment. As required by section 16(1)(e) of the Australian MSA, LTTS assesses the effectiveness of its modern slavery actions through the following specific measures and FY2025-26 outcomes: (i) number of suppliers screened and that accepted the SCoC as part of onboarding and annual review (FY2025-26: 1216); (ii) number of modern slavery-related concerns raised through the Ethics Line or Whistle Blower Policy (FY2025-26: nil); (iii) mandatory annual employee Code of Conduct confirmation for all employees; and (iv) number of supplier relationships reviewed or terminated due to modern slavery concerns (FY2025-26: nil). LTTS will continue to refine these key performance indicators in subsequent reporting periods.

8. REMEDIES FOR BREACH

With reference to the Whistle Blower mechanism, the Company has created an platform "Ethics Line" which offers an independent multi-channel interface to employees for reporting unethical conduct/malpractice they may see around them, in case of any hesitation to report face to face. Through this helpline, employees can raise their concerns which are then reviewed and necessary action taken. The helpline and management always maintain anonymity of the whistleblower where anonymity is requested or deemed necessary. This helps build a culture of trust, transparency, honest communication, and ethical conduct and provides employees with a non-threatening and impartial way of communicating their concerns while allowing the organization to act on the tip-offs as per process. We advocate "ZERO TOLERANCE" for values violation & unethical conduct at the workplace. "Ethics Line" plays an important role in promoting this culture. In case of failure to comply with the employee Code of Conduct and relevant policies of the Company, disciplinary actions may include but are not limited to immediate termination of employment.

9. CONSULTATIONS

LTTS consulted with relevant entities it owns or controls, including its Australian and UK operations, in the preparation of this statement. Representatives from key corporate functions, including Human Resources, Procurement, Legal and Compliance, contributed to the review of operational information, supply chain activities, and modern slavery risk assessments. The

feedback obtained through this consultation process has been incorporated into this statement to ensure its accuracy and completeness. The policies and procedures described in this statement are continuously reviewed to ensure the sufficiency and effectiveness of its policies and programs.

10. FURTHER STEPS

We will continue to monitor, review and if needed strengthen our existing policies and procedures, including supplier onboarding process, supplier audits, supplier SCoC, employee Code of Conduct, whistleblower policy and other policies and procedures for potential modern slavery risks.

11. DECLARATIONS

This statement has been prepared by our Company pursuant to section 54 (1) of the Modern Slavery Act 2015, UK and section 13 of the Modern Slavery Act 2018 (Cth) (Australia) in respect of the financial year ending 31 March 2026 (reporting period: 1 April 2025 to 31 March 2026). It sets out the new and ongoing steps we are taking to address and prevent modern slavery from taking place, both within our business and our supply chain. This statement has been approved by the Board of Directors of L&T Technology Services Limited, being the principal governing body of the reporting entity, on July 14, 2026.

12. STATEMENT ANNEXURE

Other Relevant Information: Mandatory criteria page number/s of our statement that addresses each of the mandatory criteria in Section 16 of the Modern Slavery Act 2018, Australia is summarised below:

Modern Slavery Act 2018, Australia (Cth) – Statement Annexure

No.	Mandatory criteria	Page Number/s
A.	Identify the reporting entity	1
B.	Describe the reporting entity's structure, operations, and supply chain	1 to 3
C.	Describe the risks of modern slavery practices in the operations and supply chains of the reporting entity and any entities it owns or controls	2 and 3
D.	Describe the actions taken by the reporting entity and any entities it owns or controls to assess and address these risks, including due diligence and remediation processes	4
E.	Describe how the reporting entity assesses the effectiveness of these actions	5
F.	Describe the process of consultation on the development of the statement with any entities the reporting entity owns or controls	5

	(a joint statement must also describe consultation with the entity covered by the statement)	
G.	Any other information that the reporting entity, or the entity giving the statement, considers relevant	6

Amit Chadha

Amit Chadha
CEO & Managing Director
L&T Technology Services Limited
Date: July 14, 2026