



MINDTREE LIMITED
ANNUAL REPORT 2010 - 11

MindTree Limited

Board of Directors

Mr. Ashok Soota - Executive Chairman *

Mr. Krishnakumar Natarajan - CEO & Managing Director

Mr. S. Janakiraman - Executive Director

Mr. Subroto Bagchi - Executive Director

Dr. Albert Hieronimus - Independent Director**

Prof. David. B. Yoffie - Independent Director

Mr. George. M. Scalise - Independent Director

Mr. Mark. A. Runacres - Independent Director

Mr. Rajesh Subramaniam - Non-Executive Director

Mr. V. G. Siddhartha - Non-Executive Director

Mr. R. Srinivasan - Independent Director

Mr. N. Vittal - Independent Director

Audit Committee

Mr. N. Vittal - Chairman

Dr. Albert Hieronimus - Member

Mr. V. G. Siddhartha - Member

Mr. R. Srinivasan - Member

Investor Grievances Committee

Dr. Albert Hieronimus - Chairman

Mr. Subroto Bagchi - Member

Mr. S. Janakiraman - Member

Compensation Committee

Mr. Mark. A. Runacres - Chairman

Mr. R. Srinivasan - Member

Mr. V. G. Siddhartha - Member

Strategic Initiatives Committee

Mr. Ashok Soota - Chairman*

Dr. Albert Hieronimus - Member

Mr. Krishnakumar Natarajan - Member

Mr. V. G. Siddhartha - Member

Mr. R. Srinivasan - Member

Mr. Rajesh Subramaniam - Member

Administrative Committee

Mr. Ashok Soota - Chairman *

Mr. Subroto Bagchi - Member

Mr. V. G. Siddhartha - Member

Business Heads

Mr. Krishnakumar Natarajan - CEO & Managing Director

Mr. S. Janakiraman - Group President - Product Engineering Services

Mr. Anjan Lahiri - President - IT Services

Mr. Scott Staples - President - Data Analytics & Solutions

Mr. Parthasarthy N. S. - President - IMTS & Testing

Mr. Vinod Deshmukh - President - Technology & Products - PES

Mr. Ashok Krishnamoorthy - President - Business & Services - PES

Chief Financial Officer

Mr. Rostow Ramanan

Company Secretary

Mr. Rajesh Srichand Narang

Auditors

B S R & Co.

Bankers

The Hongkong & Shanghai Banking Corporation Limited

Standard Chartered Bank

State Bank of India

ICICI Bank Limited

Deutsche Bank

Citibank

Registered Office

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* Resigned w.e.f. March 31, 2011

** Non-Executive Chairman w.e.f. April 1, 2011

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Message from CEO & Managing Director, Mr. Krishnakumar Natarajan



Dear Shareholder,

At the very outset, I want to thank you on behalf of the board of directors, the management team and the 10,000 MindTree Minds for your continued support and goodwill at a time when your Company is undergoing a significant transformation. This August, as a Company, we will complete our twelfth year and step into the thirteenth. It is a time when we leave some things behind and take some things on.

Today, the most significant thing your Company is leaving behind is the past; the most significant thing we are embracing is our future. Let me begin with the key events that defined the year that has gone by.

FY 2010-2011 will be remembered by all of us as the year we exited the smartphone business. When we entered this segment, we had taken on the risks involved because the rewards seemed commensurate. As the market evolved, the nature and quantum of the risks changed. Therefore we felt that the prudent course of action would be to exit this segment. We have learnt some valuable lessons in this process and these will guide us in our future decisions.

The second significant event of the year was the change at the top. Co-founder of the Company and the Chairman, Mr. Ashok Soota moved on and the board welcomed Dr. Albert Hieronimus in his place.

In the year that has gone by, your Company grew from a base of Rs. 12,332 million to Rs. 15,090 million, a growth of 22% year-on-year, in itself among the best in the industry. However, the impressive top-line growth should have been accompanied by comparable growth in profitability, which got impacted due to the internal and environmental issues last year. We are conscious that our current profitability is behind the industry benchmark; that is what investors are focussed on and we will do everything we can to put our profitability back on track.

FY 2010-11 was the year of large, multi-year annuity deals in our IT Services business from Fortune 500 customers around the world who chose us for our expertise, size and culture. The relentless efforts of the sales and the delivery teams makes your Company open the year on a very strong footing. In a moment, I want to share with you why we are winning these deals and, going forward, where we must train our eyes. First, a word about the demand and the competitive environment that drive our ability to shift from where we are to where we intend to take your Company in the future years.

There is credible evidence that our industry will actually grow three times¹ from the current US\$70 billion to an estimated US\$225-310 billion by the year 2020. In other words, there could not be a better time to be in the software services business. That said, every player in the industry will have to reinvent itself both externally and internally to take advantage of the projected growth. That is, “more of the same” will not work.

¹ Nasscom McKinsey Report

At MindTree, we are taking several determined steps to be there when the future arrives. The first step is in simplifying the structure of your Company. In the previous year, as we told you, we had 7 growth engines. Today, we have reorganized ourselves to just two: IT Services and Product Engineering Services. Our IT Services business serves the needs of a Chief Information Officer of leading global organizations like Avis, Procter and Gamble, SITA and Unilever. Our Product Engineering business serves the needs of a Vice President of Engineering in companies like Microsoft, Symantec, TomTom and Texas Instruments. Both businesses are now focussing on building deep industry expertise instead of being everything to everyone.

We are asking our business leaders to choose their customers wisely, to keep a sharp eye on profitability, to look at non-linear revenue models and to go after larger deals. Today, we have 67 customers above \$1 million in revenues. The time has come to up our ambition—to go after and win the \$50 million and \$100 million deals that will soon open up.

In the businesses we are in, our customers are asking for three things in addition to development and application maintenance; infrastructure management, testing, and data and analytics services. We are building these three capabilities. We see these as very significant growth drivers in the years to come.

Our two businesses send potential customers a message with three easy-to-understand premises:

- We are expertise-led; we focus on domains; we are organized as industry groups.
- We are the best mid-sized company in the game and you need us to de-risk your vendor strategy. We deliver you access, attention, and agility with the right attitude.
- Last but not the least, when you work with us, you will be pleasantly surprised to see that our culture is very different from others and that will make you feel good about the choice you made.

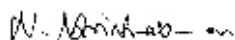
As we move forward, we are not resting on the present success of these premises. We are engaging with leading brand companies in the world to see what future customers of large deals are seeking and we are internally readying ourselves to change so that we become relevant to the customers of tomorrow.

Your Company's business is about customers and people. At one level, it is a straightforward business. If one can get good customers, and hire, train and retain good people, building a sustainably profitable business is not difficult. For the most part, our people-satisfaction score and our retention numbers have been way above the industry norm. We are reinvigorating our people-engagement initiatives and it is our goal to get back our status as one of the most admired employers. You can already see the impact of the focus in the latest Aon-Hewitt Best Employer Survey, which ranks us amongst the Best-25 Employers in India.

We have work ahead of us and we are systemically gearing up to be one of the most preferred places for the top talent in our industry to build a career. Making MindTree a great place to work in and improving profitability are the most important drivers of sustained success for MindTree.

Your Company has some of the best people in the industry and we have the confidence that they will be able to transform themselves and, in the process, transform the organization. If we collectively succeed in our endeavour, we know that investor confidence will return. In the process collectively, we continue to create and build value for all our stakeholders.

With best regards,



Krishnakumar Natarajan
CEO & Managing Director

Sustainability Report

At MindTree, the paradigm of corporate sustainability is a business imperative. Our approach to corporate sustainability is in sync with our approach to our business, our workplaces, our community and our environment. MindTree is committed to follow high standards of customer orientation, environmental protection, corporate governance and community development.

Our Vision

Our commitment to being a responsible corporate citizen is enshrined in our Vision statement; our 5 year vision is:

- We will achieve US \$1 billion in sales.
- We will be among the Global Top 20 in the IT services business in profitability, as measured by PAT to Sales and RoCE.
- We will be among the Top 20 most admired companies globally in the IT Services business, known for our customer satisfaction, people practices, knowledge management and corporate governance.
- We will touch and improve the lives of the differently-abled, through leadership in Assistive Technologies.

Our Mission

Successful Customers Happy People Innovative Solutions

Our mission statement reiterates that two most important stakeholders are our customers and our people. We believe that Happy People lead to Happy Customers and that Innovative Solutions are a means of contributing to the success of our customers.

Values

Every MindTree Mind is driven by CLASS values, the acronym for our core values of Caring, Learning, Achieving, Sharing, and Social Responsibility. Everything we are, everything we do and everything we believe in revolves around our CLASS values and the distinct culture that we have built around it. The two main attributes that characterize our culture are a high level of achievement orientation and caring.

Our belief is that we are well on our way to making MindTree a sustainable and environment friendly company. For us, environment sustainability is business sustainability. At MindTree, we believe that environment sustainability should include:

1. Industry environment
2. Market environment / Customer environment
3. Workplace environment
4. Governance and ethical practices
5. Ecological environment
6. Social environment

Whilst we aggressively pursue our vision of becoming a USD 1 billion Company, we are guided by following factors operating in each of the above environments.

1. Industry Environment

The global economy and the IT industry in particular has been experiencing pressured growth. MindTree adopts methods and processes to assess and analyze risk & holistically, identify the areas of compliance and proactively develop measures to comply with regulations.

Enterprise risk management involves the process of setting up a common strategy across the Company, identifying events relevant to the Company's objectives, assessing them in terms of risk exposures, managing the risks, determining a response strategy and monitoring progress.

MindTree does this by identifying and proactively addressing risks and opportunities, protecting and creating value for our stakeholders, including shareholders, employees, customers, regulators and society overall.

2. Market Environment

We have been consistently focussing on customer satisfaction, quality and enhancing the experience of customer engagement. We uniquely define quality processes. We work closely with customers to understand the unique "value" expected by clients from each engagement, and then tailor our processes to enable realization of that value. We measure our success through periodic formal independent feedback mechanisms.

Our focus on project-level quality systems ensures that every customer engagement progresses smoothly. Our Project Management capabilities are enhanced and driven by:

- Competency development through extensive trainings and certifications.
- Infrastructure development through integrated project management tools.
- Peer networking through community-based benchmarking and sharing within MindTree as well as with the industry.

2.1 Certifications

MindTree, after becoming the youngest company to achieve Level 5 Certification under both CMMi and PCMM models (since expired), has undergone certification under the revised Software CMMi 1.2 version and has been certified at Level 3 at an organization-wide level.

MindTree's IMTS Business Unit has been assessed and certified under the ISO 20000-1 : 2005 Standard.

MindTree is certified under ISO 27001 Standard for Information Security Processes and Practices and under ISO 13485 for Medical Device Design.

As part of our continuous journey to improve the environment, health and safety standards, we were certified in July 2010 for ISO 14001:2004 and OHSAS 18001:2007 Standards.

2.2 Processes, Tools and Systems

MindTree's well defined processes, for each business and technology practice is defined and refined by practitioners themselves after being validated against industry best practices. MindTree processes are made available globally to all MindTree Minds through a portal called ProcessNet.

2.3 Metrics and Governance Mechanisms

MindTree's comprehensive metrics and governance mechanisms ensure that quality standards are constantly and consistently maintained.

2.4 Quality/Process Consulting to Customers

MindTree provides consulting services to customers to improve their internal processes and systems. Many of our customers have adopted MindTree's tools and processes and integrated them into their own initiatives.

2.5 Thought Leadership

Our active role in the IT industry has placed us at the forefront of industry think-tanks. We help set industry standards and benchmarks, thereby assuming a leadership role and raising the bar on quality - both for ourselves as well as for the industry as a whole.

Some of our activities include:

- Leadership of Bangalore SPIN (Software Process Improvement Network), a virtual organization of most of Bangalore's IT companies engaged in sharing of best practices and benchmarking of data and practices.
- Leading the industry in benchmarking of data and practices since 1999, in collaboration with 25 high maturity software organizations in Bangalore.
- Active involvement in advisory bodies and organizing committees of forums like NASSCOM Quality Summit, CII Quality Summit, PMI Conference, and Asia Pacific SEPG Conference, etc.

3. Workplace Environment

Our focus on our people, continuous learning and people-centric policies sets us apart from our competitors. Right from the moment they enter the MindTree fold, we strive to provide MindTree Minds with the right stimulation through various people engagements.

Nurture - Built into the DNA of MindTree

By nurturing young minds and talent, MindTree ensures that excellence and organic growth is an ongoing process. At MindTree we recognize an individual as a human being first. Thus we refer to our people as 'MindTree Minds'.

3.1 Nourish, Nurture, Grow: Cultivating promise and potential

Nourish: At MindTree we focus on creating an environment in which our saplings can blossom and realise their full potential. Each sapling represents a MindTree Mind which flourishes when it is showered with abundant nourishment and sunshine in the form of appreciation and recognition.

Nurture: MindTree is committed to building an organisation for future generations. Despite the fact that there is a mismatch between demand and supply in the business space we are in, we strongly believe that only people who fit into the culture of the organization can bring significant value to the growth of the organization.

Grow: When we recruit people, we first look for technical competence and then assess people's fitness on CLASS values. If there are some limitations due to disabilities, we work with the individual to see how we can address this issue through specific arrangements to make them productive.

Inclusivity: We have many specially-abled MindTree Minds who are doing extremely well, holding responsible positions in the Company and are proud of having been associated with MindTree for over 10 years.

Induction program: Welcoming new MindTree Minds

We hire two categories of people into the organization: (1) the campus hires and (2) the lateral hires. Each of these groups has its own unique induction programme.

Orchard: sheltering fresh MindTree Minds

The goal of the Orchard induction program in MindTree is to make the campus minds better skilled, more emotionally attached and uniquely differentiated. The fruits of our success are :

- An increase of 40% in overall learning in the campus batches of 2006, 2007, 2008, 2009 and 2010.

- An independent study has found a 48% increase in learning programme satisfaction, 68% perceived increase in skills, 71% increase in job effectiveness, 44% increase in emotional attachment ever since Orchard was started.
- The PAL (Parent Anchor Leader) Program scores have been greater than 4 out of 5.

Arboretum: Nurturing and growing experienced MindTree Minds

"Arboretum" is a Latin word which means "A garden where grown up trees are nurtured". True to this definition, the new lateral hires from the market are nurtured with utmost care, helping them inculcate MindTree's culture and value system in a seamless manner.

3.2 Reaping what is sown: Best practices in learning and development

The Culture and Competence Initiative (C2): This initiative was conceptualized with the objective of facilitating learning and development within the organization.

We have focused on Culture as we believe that creating a culture of learning will be more effective and impactful than being submerged by loads of information, so the focus has remained on creating and nurturing our culture.

Continuing Education at MindTree: Because learning never stops

At MindTree we provide a plethora of avenues for MindTree Minds to continue their education through our partnerships with leading technical and management institutions of the country.

The Sabbatical policy: Caters to those MindTree Minds who want to take a break to pursue higher education and gives them the flexibility to re-join MindTree on completion of their courses.

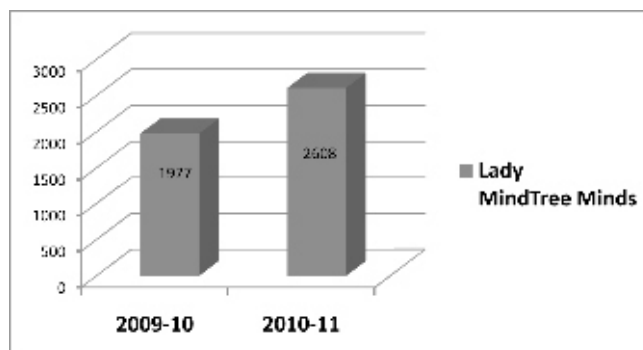
3.3 Rewards: Building a culture of recognition

At MindTree, we believe in creating an "awe" factor for all our MindTree Minds who truly deserve to be recognized and can inspire others to believe that their dreams are not impossible. For example, we have the **MindTree Citizen Award** which is given to individuals who display delivery excellence in various roles across the organization.

The Chairman's Award is the highest award bestowed on a MindTree Mind. Hand-picked by the Chairman from the MindTree Citizen Award winners, these Minds have been instrumental in upholding and spreading the CLASS values of MindTree as well as exemplifying delivery excellence in their respective roles.

3.4 Diversity and Inclusivity: In our differences we are unique and special

Over the years the percentage of lady MindTree Minds at MindTree has grown from 16% in 2004 to 27% in 2010. Taking cognizance of the dual roles played by women and the additional responsibilities that they undertake in life, MindTree has defined policies that go a long way in helping the women Minds.



Dhriti - MindTree Women's Network

Dhriti is a platform for lady MindTree Minds to voice their concerns, and to share and learn from one's own and others' experiences. Dhriti's mission is to "Empower women to help them realize their true potential". It has the responsibility towards; helping define women friendly policies, and design and develop programs for women and look into their grievances.

Some of the initiatives undertaken include Special Needs Leave for Women, Baby's Day Out, Toddler's Park, etc

Inclusivity

As an equal opportunity employer, MindTree does not discriminate on grounds of gender, age or religion. We recruit people based on merit and capability. We also provide a user friendly campus for the differently abled including motorized wheel chairs for all, specially built rest rooms available on every floor, ramps at all entrances, etc.

3.5 Communicate, Express and Share

At MindTree, we have an open door policy which encourages accessibility, openness and transparency in communication. We believe in the 95:95:95 principles: 95% of employees should have access to 95% of the information communicated 95% of time.

Our Content rich Intranet: PeopleNet (MindTree) Intranet is the source of comprehensive, organization wide information and accessible to MindTree Minds across the globe, at the click of a button. All organization wide policies, practices, programmes, people systems and applications are available on People Net.

3.6 Performance and Compensation

Our compensation philosophy is driven by three mutually exclusive and collaboratively exhaustive mottos - Pay for Performance, Pay Competitively and Inclusive Meritocracy.

3.7 Nurturing the right balance between work and personal life

At MindTree, we feel very strongly that both work and personal life have each got a claim on our time, attention and care. People are our assets and we constantly strive to improve health and safety standards in our work environment. We have a well designed corporate wellness program revolving around the key health-hazard issues prevalent in the IT industry including musculoskeletal problems, poor eating habits, stress in both personal and working life and substance abuse - especially smoking.

Healthy Mind in a Healthy Body is the corporate wellness program at MindTree. This initiative focuses on offering education and opportunities to improve both physical and mental health of MindTree Minds - through the Ergonomics programmes, Transcendental meditation programmes, Yoga sessions, Lectures on Health related issues, Health camps which include dental checks, eye checks, general health checks, etc., are a part of the Healthy Mind in a Healthy Body programme. Some of our innovative initiatives are **MindTree Health Portal**.

The CHI health portal is a one shop stop for all health related queries with a host of health related articles. Two interesting features which have been adapted by MindTree Minds are, an online chat session with Dieticians to help MindTree Minds chart out diet plans and an Exercise Finder which helps people search and view specific exercises.

The portal has also given us a wealth of information on the health of MindTree Minds through the Health Risk Assessments. Our programmes are now driven with these needs in mind.

Be+ve

MindTree has launched a service called "Be+ve", an assistance programme for MindTree Minds and their families. It provides a

platform for MindTree Minds to get neutral and objective professional assistance from qualified counsellors with full anonymity and confidentiality being assured. The success of this program is clearly established by the fact that around 5,600 MindTree Minds currently use and have benefitted from this programme.

4. Governance and Ethical Practices

We, at MindTree, believe in ethical business conduct, integrity and commitment to values which in turn enhance and retain stakeholders' trust and are the hallmarks of corporate governance.

4.1 Our Integrity Policy

At MindTree, we have an articulated Integrity Policy. All MindTree Minds, irrespective of level, role and location are bound by it. This is presented as part of the Value Session to every new MindTree Mind.

MindTree has defined internal policies which direct and control the activities and mechanisms to optimize economic results for shareholders' welfare and in the interest of all the stakeholders of the Company. Corporate responsibility involves adopting principles of fairness, transparency in corporate disclosure and accountability with all the constituents and stakeholders of the Company.



4.2 Corporate Governance Structure at MindTree

- MindTree is governed by the following well structured Committees set up by the Board to steer various critical activities in the organization. Some of the committees that have been set up are the Audit Committee, the Compensation Committee, the Investors Grievance Committee, the Administrative Committee and the Strategic Initiatives Committee.
- MindTree also has a Whistle -blower policy, a mechanism to report concerns to the management.

At MindTree, Legal Compliance Management aims at improving effectiveness in terms of key responsibility areas and develop processes to continuously monitor critical compliance areas. It encompasses a systematic identification of risk, understanding risk and implementing measures that counter risks arising out of non-compliance. We have in place a Code of Conduct for Directors & Senior Management.

5. Ecological Environment

At MindTree we are sensitive of our ecological footprint and care for how we treat the environment.

Our green mission and purpose is enshrined in our Green Mission Statement-

"To work closely with all of our stakeholders to identify, implement and sustain eco-friendly initiatives to achieve a carbon-neutral footprint."

The mission is taken forward by two bodies:

- The MindTree Green Council, which provides governance mechanisms and directs our green initiatives to meet our objective.
- The Green Community, which is the extended arm of the MindTree Green Council, which mobilizes participation for the execution of mass programmes.

MindTree Green Council (MGC)

MGC is an advisory group which promotes and provides oversight for environmental movement at MindTree and consists of senior leaders from all relevant streams. MGC promotes the following:

- Educating MindTree Minds, our extended families and our partners on environmental responsibility.
- Identify eco-friendly initiatives and implement them through extended teams.
- Design and implement a metrics based approach for continuous improvement of MindTree's Green Initiatives.
- Make our campuses environment friendly.
- Work with other organizations with an intention to learn and share.
- Continuously review our Green Mission Statement to ensure it remains relevant to our business with the right balance between shareholder value and environmental friendliness.
- Strive to buy and use environment friendly products wherever there is an opportunity.

Green Community

The Green Community is a voluntary group of over 200 volunteers spread across MindTree's locations with the primary intention of spreading awareness among Minds to turn more eco-friendly at office, as well as in their personal lives. The Green Community regularly organizes awareness campaigns in multiple locations of MindTree via multiple media such as invited talks, educational stalls, product sales, pollution check campaigns, movie screenings and so on. The Community also aims to provide helping hands to the Green Council in implementing some of the initiatives which may require more active involvement from Minds.

The Green Community is also responsible for several activities in addition to organizing awareness events, such as:

- Carbon foot print measurement in MindTree facilities.
- Green Portal design and maintenance.
- Continuous evaluation of new Green ideas coming up through Neuron.

GREEN EVENTS @ MindTree

- Major events like Earth Hour and the World Environment Day are celebrated across all locations.
- Sessions on Organic Farming, Indigenous Tree Plantation, Rain Water Harvesting, Sustainable Technologies for Home Creation, Waste Recycling, and Eco Architecture were conducted to

sensitize MindTree Minds on how small life style changes can help us reduce our impact on the environment.

- Events encouraging the spirit of camaraderie along with climate change awareness are conducted throughout the year. Movie Shows on Climate Change, Treasure Hunt, Fire Cracker Free Diwali Celebrations, Walkathons, Biking Events, and Cyclotrons are just some of the events conducted to promote consciousness on Green Living amongst MindTree Minds.

5.1 Carbon Footprint*

Carbon Footprint is a quantitative measurement of the impact of each of our activities have on the environment, and is measured in terms of the quantity of greenhouse gases emitted. MindTree has been measuring and reporting its carbon footprint on a quarterly basis since Q1, 2009-10. A snapshot of the carbon footprint of MindTree for the last two financial years is below:

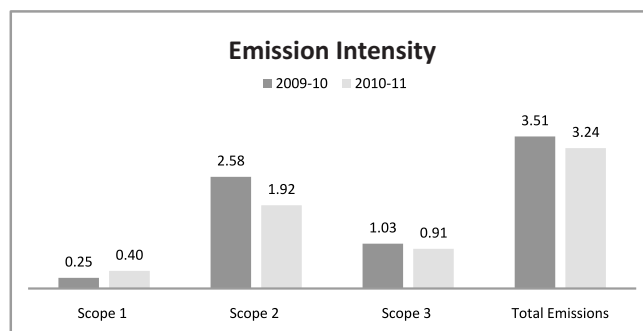
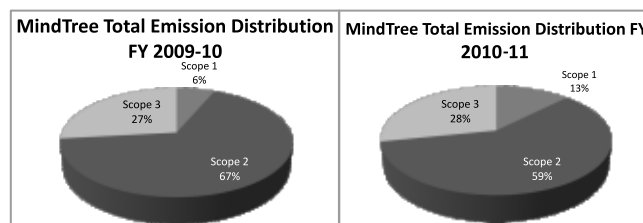
Absolute Emissions by Source

The data below reflects the increase in absolute emissions is due to business growth. However, MindTree has managed to bring down its per capita emission intensity by 7.8% in comparison to the FY 2009-10. This reflects the commitment of the MindTree Minds and the Green Council team towards a low carbon future.

Emissions	MT CO2-e (FY 2009-10)	MT CO2-e (FY 2010-11)
Diesel Generator	1, 701.35	3, 484.75
LPG	87.11	86.29
Owned Vehicle	7.09	8.51
Refrigerant	0.00	0.00
Purchased Electricity	18, 835.70	17, 008.66
Business Travel	4, 661.12	4, 196.77
Employee Commute	2, 820.42	3, 625.84
Freight	237.25	469.72
Waste	-170.76	-187.78
Total	28, 179.28	28, 691.10

* "Carbon Footprint numbers for FY 2009-10 have undergone baseline changes due to updates in emission factors and inclusion of new facilities by MindTree"

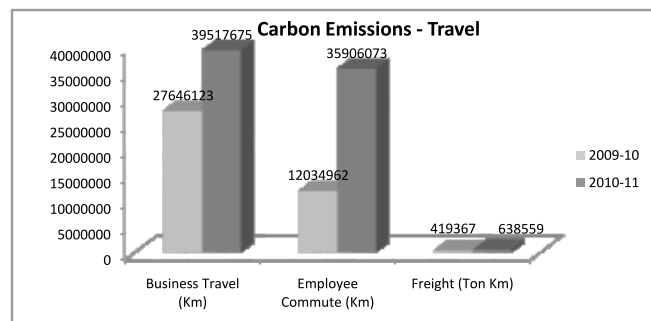
Carbon Emissions by scope



Carbon Emissions due to mobility

Being part of an employee-intensive service industry, at MindTree too, employee commute, adds significantly to carbon emissions. To reduce CO2 emissions by commute, we are promoting the following initiatives:-

- We encourage our employees to travel by Mass transport.
- To reduce Business Travel, we introduced a Zero Travel Plan meeting which resulted in savings of 180,000 USD.

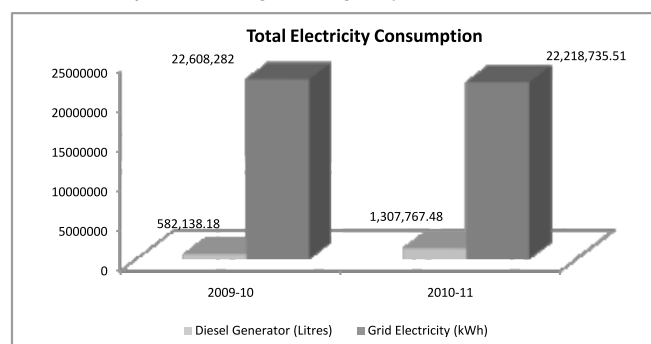


Carbon Emissions Travel

- We have introduced car pooling for employees using their personal vehicles and put in place an innovative car pooling application with preferred parking place for car poolers.
- We are setting up a separate 'biker's parking' place for employees who want to travel to the offices by bicycles as well as building an exclusive shower and change facility for them
- MindTree has introduced special 'Bus days' for employees to travel by the Public Transport.
- Application to track productivity of employees working from home has been introduced.

5.2 Energy conservation

The graph shows our total electricity consumption for all our operations. Being an IT service provider, electricity consumption is high due to nature of our industry having 24x7 operations and data centres. There was a slight increase in our reliance on DG sets due to intermittent power shortages during the year.



Various steps taken to conserve energy utilisation within MindTree are:

Building Design

- Glazing is minimized from NE and SW areas, so that solar rays are minimized.
- The Whitefield facility in Bangalore is under the process of getting LEED certification.

Cooling Requirements

- Shifting from split ACs to water chillers.
- Programming of air conditioners through logic control systems.
- Variable frequency drives (VFD) are sequenced in operation of AHU and secondary pumps.

- Use of Sun Control Films to cut down on the heat transmission into the building, thereby, reducing the load on ACs.

Lighting Requirements

- Usage of Low Power Loss Electronic ballast (5W) in place of Copper ballast (10W).
- Use of a 12 pulse rectifier to keep total harmonic distortion under 5%.
- Usage of compact florescent lamps for lighting.

Computing Requirements

- Installation of LCD monitors (Energy Efficient) in place of normal CRT monitors.
- A desktop energy conservation tool is installed on all desktops to reduce wastage of electricity drain. This has resulted in energy savings of approximately 2,380,430 energy units in a period of 6 months. For the given period, we are seeing a 30-35% reduction in energy costs for desktops, translating to approximately INR 5.7 million.

Good Practices

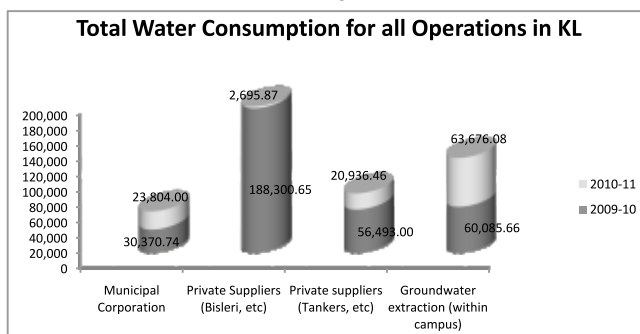
- Transformers with high efficiency maintaining power factor of 0.98 on distribution side are procured from reputed companies.
- XLPE cables with higher current withstanding capability and low losses for UPS.
- Switching off unused equipment after office hours and conducting audits regularly.
- Shifting from HCFCs to HFCs in new buildings.

5.4 Water Conservation

The average consumption of water per MindTree Mind is about 40 litres which is on the higher side.

We have optimised the water usage by introducing sensors in the toilets and have installed a Sewage Treatment Plant (STP) to recycle the sewage water.

We are in the process of implementing rain water harvesting by installing appropriate systems and dish washers are installed in the cafeterias to minimize water wastage.



5.5 Waste management

All the waste is collected centrally and segregated into recyclable and non-recyclable and finally disposed by by Brihuth Bengaluru Mahanagara Palike (BBMP). Dry waste mainly comprising of paper is recycled by "Samarthanam Trust".

