

Larsen & Toubro Limited Secretarial Department

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SEC/PAM/2022

May 12, 2022

BSE Limited
Phiroze Jejeebhoy Towers,
Dalal Street,
MUMBAI - 400 001
STOCK CODE: 500510

National Stock Exchange Of India Limited Exchange Plaza, 5th Floor Plot No.C/1, G Block Bandra-Kurla Complex Bandra (E), Mumbai - 400 051

STOCK CODE: LT

Dear Sirs,

Sub.: Analyst Presentation.- FY 22

Pursuant to Regulation 46(2) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, we enclose herewith a copy of Analyst Presentation on financials of FY22 which will be uploaded to our Investor Website https://investors.larsentoubro.com

We request you to take note of the same.

Thanking you,

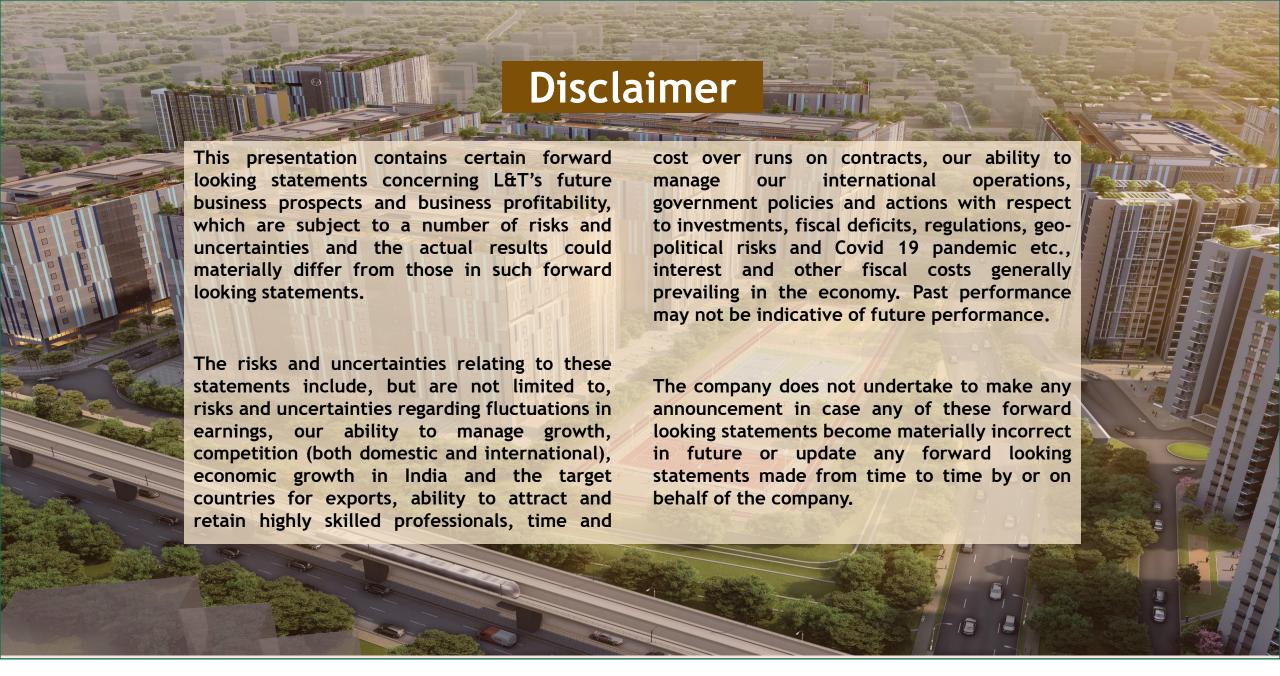
Yours faithfully, for LARSEN & TOUBRO LIMITED

SIVARAM NAIR A
COMPANY SECRETARY
(i) (FCS 3939)

Encl. as above







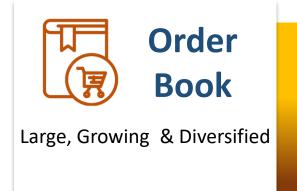
EPC Projects



EPC Projects

Resilient performance in a volatile global macro backdrop















claims

Stable Indian macros despite global headwinds



EPC Projects

Hi-Tech Manufacturing

Services

Key Financial Indicators

(Rs. bn)

Q4 FY21	Q3 FY22	Q4 FY22	(y-o-y)	(q-o-q)	(q-o-q) Particulars		FY21	FY22	(y-o-y)
507	504	739	46%	47%	Order Inflow		1755	1930	10%
					Order Book		3274	3576	9%
481	396	529	10%	34%	34% Revenue		1360	1565	15%
13.3%	11.5%	12.3%			EBITDA (%)		11.5%	11.6%	
34	21	36	6%	76%	Operational PAT		70	86	23%
33	21	36	10%	76%	Overall PAT		116*	87	-25%

Particulars	FY21	FY22
Net Working Capital	22.3%	19.9%
RONW (TTM) (%)	16.2%*	11.0%

*Includes gain on divestment of Discontinued (E&A) business

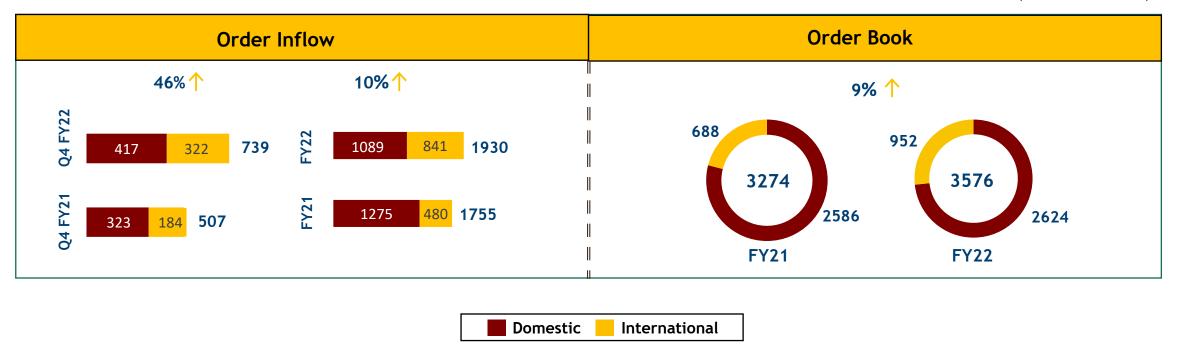




EPC Projects

Q4/FY22 Order Inflow/Order Book

(Amount in Rs. bn)



- Q4 order inflows mainly from Infrastructure, Hydrocarbon & Defence; increased share of international orders
- · Domestic award finalisation delays despite robust tendering activity
- Strong prospects pipeline for FY23
- Higher composition of international orders in Order Book



Group Performance - Sales & Costs

	Q4 FY21	Q4 FY22	% Var	Rs Billion	FY21	FY22	% Var
	480.9	528.5	10%	Revenue	1359.8	1565.2	15%
	33%	33%		International Rev.	37 %	36%	
	311.9	347.7	11%	MCO Exp.*	790.1	937.9	19%
	18.2	14.4	-21%	Fin. Charge Opex**	76.9	59.5	-23%
	63.5	79.7	25%	Staff Costs	247.5	297.3	20%
	23.5	21.5	-8%	Sales & Admin.	89.0	88.3	-1%
	417.0	463.3	11%	Total Opex	1203.6	1383.0	15%
V	63.9	65.2	2%	EBITDA	156.2	182.2	17%
是 一	13.3%	12.3%		EBITDA %	11.5%	11.6%	

Remarks for the Quarter

- Infrastructure and IT&TS businesses drive revenue growth
- MCO expense variation is reflective of job progress, revenue mix and higher input costs
- Reduction in Finance Charge Opex is a function of lower average liabilities & reduced borrowing cost in FS business
- Resource augmentation in services businesses drives staff cost
- SG&A reflective of lower credit costs and FX gains
- Cost headwinds and delayed claim certification in Projects & Manufacturing businesses impacts EBITDA margin in Q4



^{*} Manufacturing, Construction and Operating expenses

^{**}Finance cost of financial services business and finance lease activity

Group Performance - Profit Parameters

	Q4 FY21	Q4 FY22	% V ar	Rs Billion	FY21	FY22	% Var
	63.9	65.2	2%	EBITDA	156.2	182.2	17%
NO.	(8.5)	(7.1)	-17%	Fin. Cost	(39.1)	(31.3)	-20%
	(8.2)	(7.7)	-6%	Depreciation	(29.0)	(29.5)	2%
	10.3	5.2	-50%	Other Income	34.3	22.7	-34%
	(20.9)	(15.6)	-25%	Tax Expense	(40.1)	(42.2)	5%
	1.6	1.3	-17%	JV/S&A PAT Share	0.1	1.3	>100%
	(4.0)	(5.2)	29%	Non-controlling Int.	(12.7)	(17.5)	37%
	34.2	36.2	6%	Operational PAT	69.7	85.7	23%
	(1.2)	-		Discontinued Operations	82.4	-	
	-	-		Exceptionals (net of tax and NCI)	(36.2)	1.0	
	32.9	36.2	10%	Reported PAT	115.8	86.7	-25%

Remarks for the Quarter

- Finance cost commensurate with reduced level of borrowing at Parent, Metro refinancing aids improvement
- Other income reflective of level of treasury investments during the quarter
- Share of JV / Associate PAT primarily comprises results of L&T IDPL and Power JVs
- NCI variation largely due to improved profitability of services portfolio
- Operational PAT variance primarily on treasury operations, lower depreciation & tax expense



LARSEN & TOUBRO

EPC Projects

Hi-Tech Manufacturing

Services

Segment Composition



Infrastructure

Buildings & Factories (B&F)

Transportation Infra (TI)

Heavy Civil infra (HC)

Water & Effluent Treatment

(WET)

Power T&D (PT&D)

Metall. & Mat. Handling (MMH)



Hydrocarbon

Onshore Offshore



Power

EPC- Coal & Gas

Thermal Power Plant

Construction

Electrostatic

Precipitator

Power Equipment

Mfg. *



Heavy Engineering (HE)

Process Plant Equipment

Nuclear Power Plant

Equipment

Piping Centre

Forgings*



Defence Engineering

Defence

Aerospace

Shipbuilding



Others

Realty

Industrial Machinery &

Products

Smart World &

Comm.(SW&C)

Sufin

Edutech

Projects and Manufacturing





IT & TS

Information Technology
Technology Services



Financial Services

Rural Lending

Housing Finance

Wholesale Finance

Asset Management

(Held for sale)



Developmental Projects

Roads / Trans. Line *

Metros

Power Generation



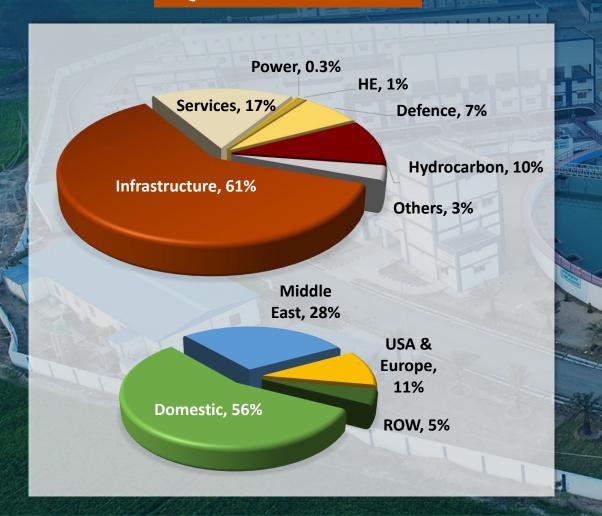
IT&TS, FS and Concessions

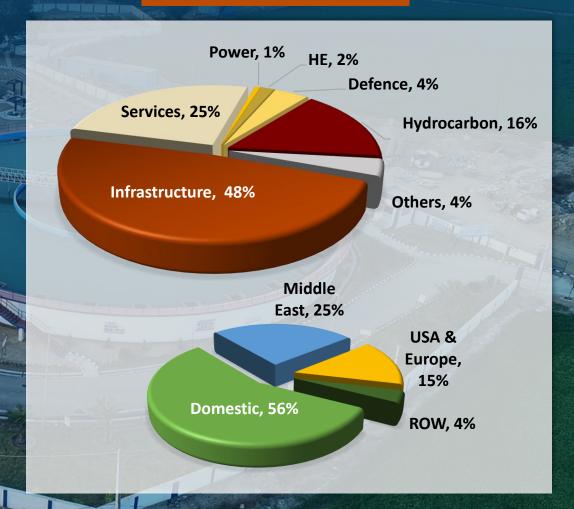


Order Inflow Composition

Q4 FY22 Rs. 739 Bn

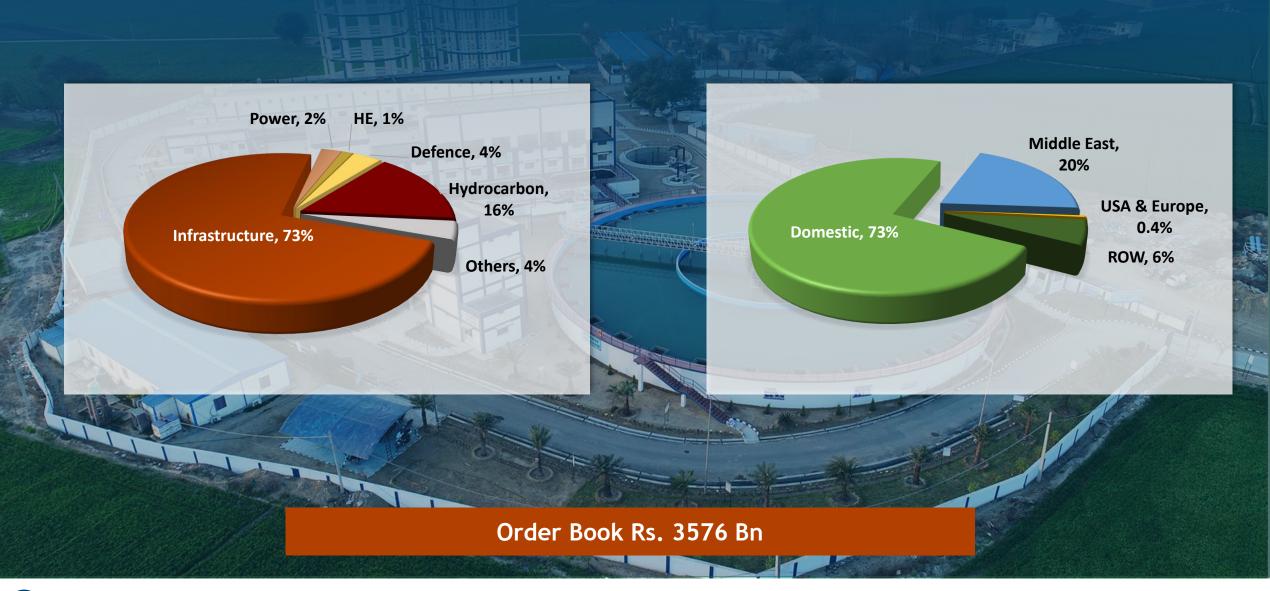








Order Book Composition as on 31-Mar-22

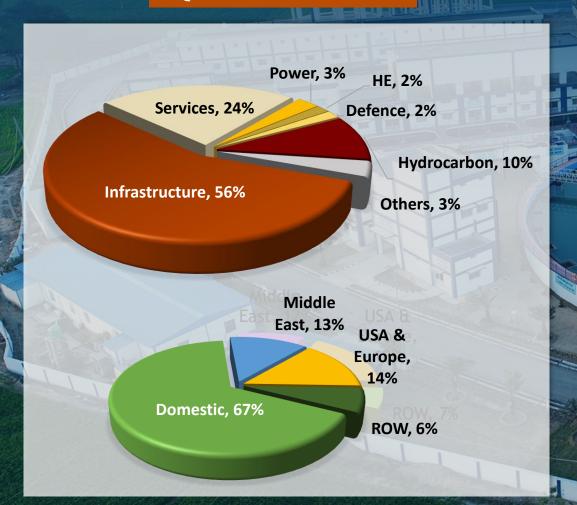




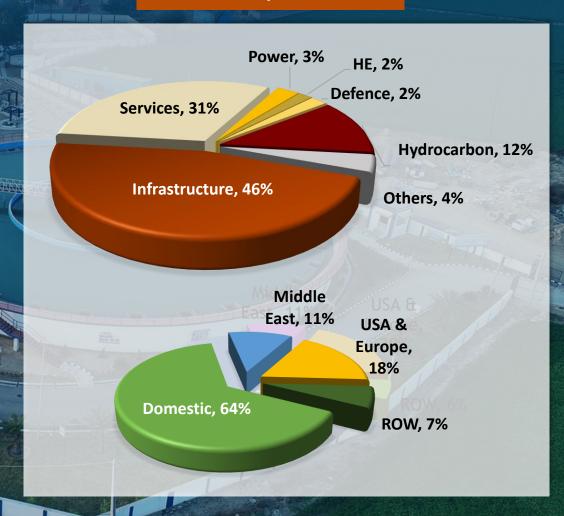
EPC Projects

Revenue Composition

Q4 FY22 Rs. 529 Bn

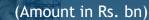


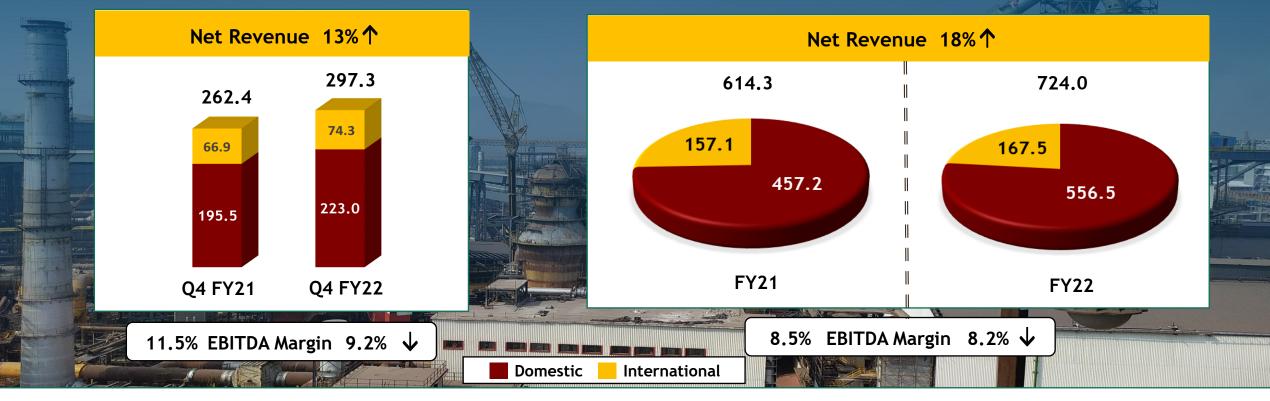
FY22 Rs. 1565 Bn





Infrastructure Segment





- Strong pickup in order inflows in Q4; renewed traction in International markets
- Healthy prospect pipeline for FY23
- Normalised execution during the quarter
- Commodity price headwinds & delay in claims certification impacts Q4 margin



Hydrocarbon Segment

54.1

20.4

33.7

Q4 FY21

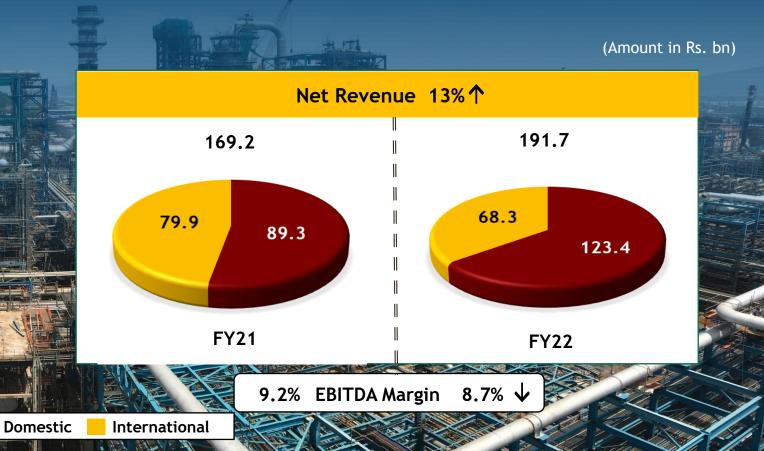
Net Revenue 3% ↓

52.4

16.5

35.9

Q4 FY22





- Q4 Revenue impacted due to temporary supply chain disruption
- Q4 PY margin had benefit of cost savings upon job closures



12.5% EBITDA Margin 9.7% **↓**

Power Segment (Amount in Rs. bn) Net Revenue 22% ↑ Net Revenue 39% ↑ 14.8 44.2 31.7 0.05 12.2 2.6 1.5 0.1 41.6 30.2 14.8 12.1 **FY22 FY21**

Subdued ordering environment continues in thermal business

04 FY22

Opening order book drives healthy execution

8.5% EBITDA Margin 5.2% **↓**

Q4 FY21

- Q4 PY margin benefits from release of cost provisions in few projects
- Profits of Boiler, Turbine & other JV companies are consolidated at PAT level under equity method

Domestic



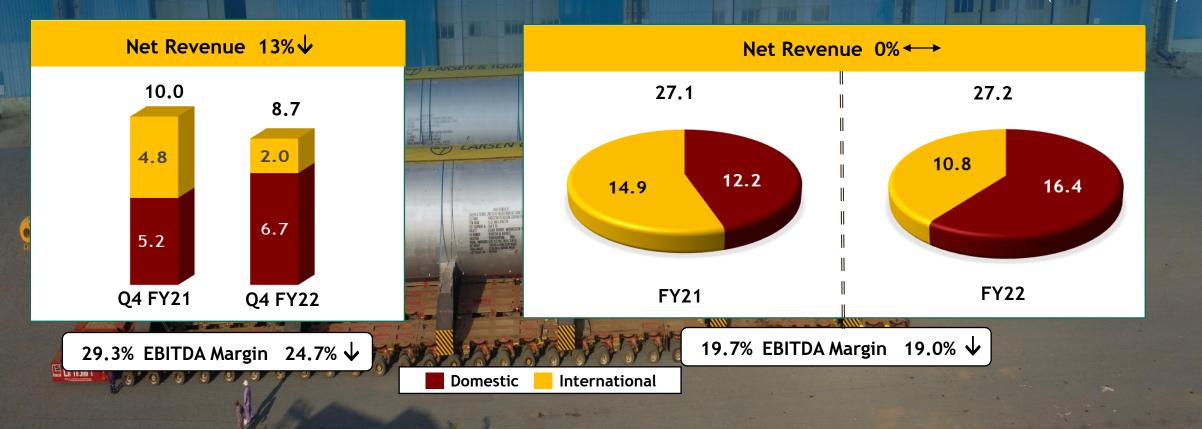
International

4.6% EBITDA Margin

3.9% ↓

Heavy Engineering Segment

(Amount in Rs. bn)

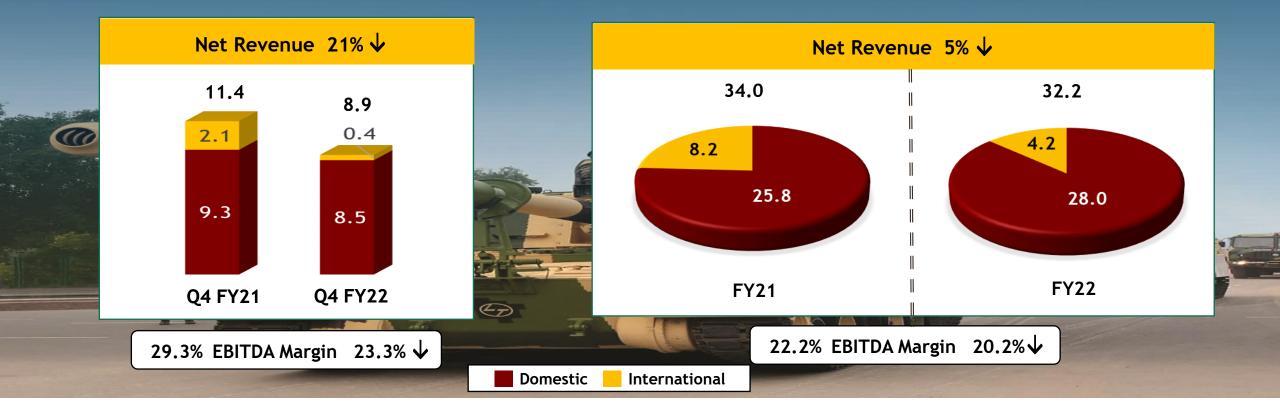


- Deferral of awards impacted order inflows during the quarter
- Late receipt of orders in current year impacts revenue in Q4
- Q4 PY margin had benefit of price variation & early completion bonus



Defence Engineering Segment

(Amount in Rs. bn)



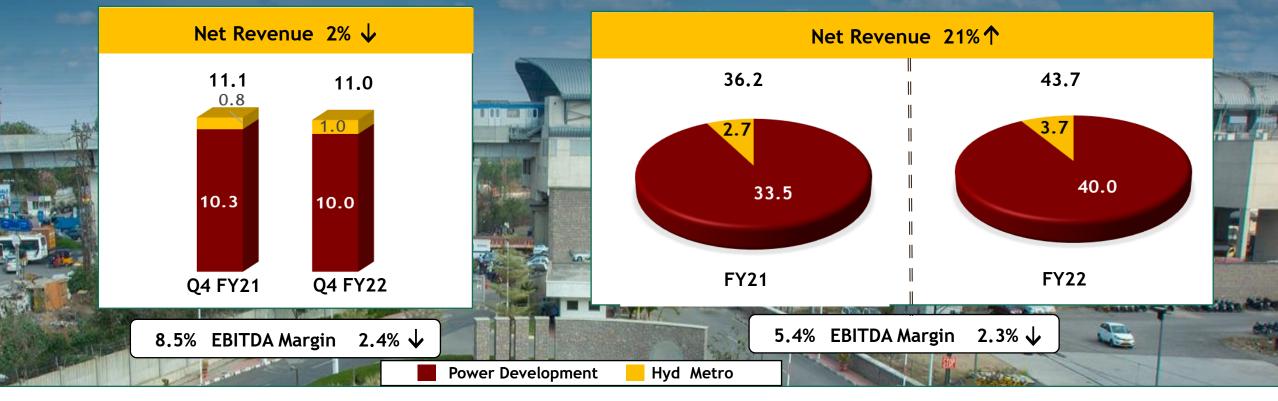
- Robust order inflow growth in Q4. Positive medium-term outlook
- Revenue reflective of stage of execution; Q4 PY had benefit of ramp up in large jobs nearing completion
- Cost savings on completed jobs in Q4 PY led to margin buoyancy

The business does not manufacture any explosives nor ammunition of any kind, including cluster munitions or anti-personnel landmines or nuclear weapons or components for such munitions. The business also does not customise any delivery systems for such munitions



Developmental Projects Segment

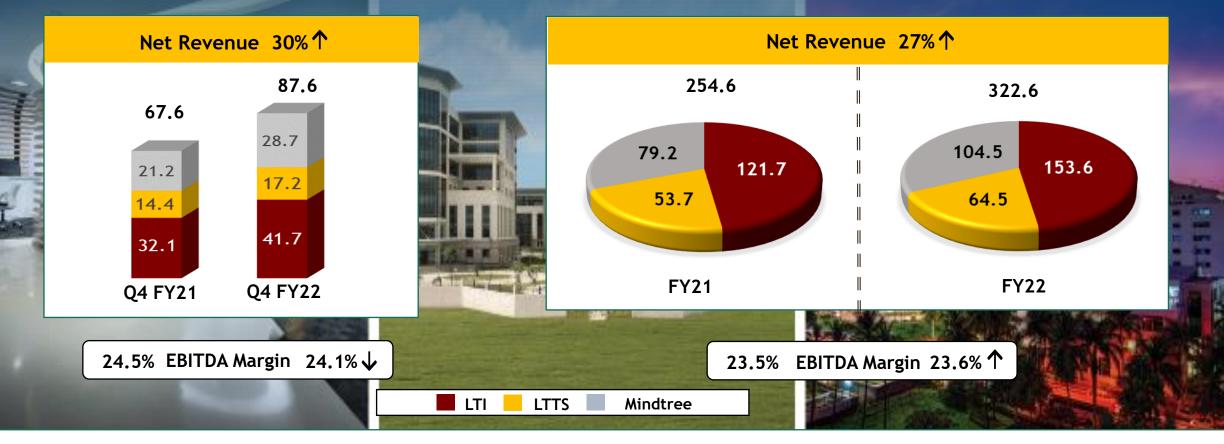
(Amount in Rs. bn)



- Segment includes Power Development business (Thermal Nabha Power & Hydel up to the date of its divestment i.e. 30th August 2021) and Hyderabad Metro
- Nabha PLF was impacted due to planned maintenance during Q4; and subsiding Covid 3rd wave leads to improved metro ridership
- Segment margin contributed by Metro operations; Q4 PY had impact of an exceptional item in Nabha margin
- Roads & TL concessions (part of L&T IDPL) are consolidated at PAT level under the Equity method



IT & Technology Segment

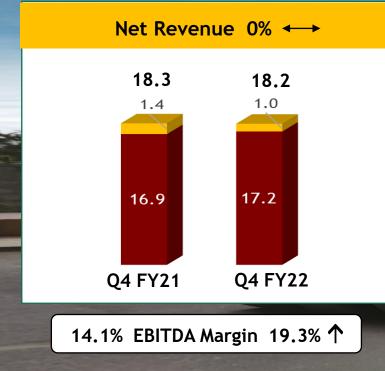


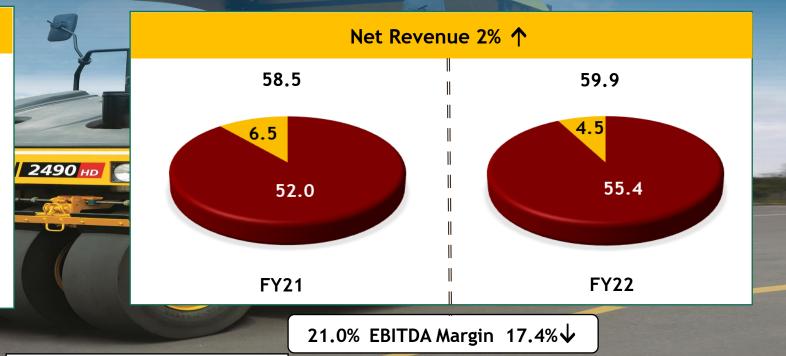
- LTI revenue growth led by BFSI and Hi-Tech, Media & Entertainment
- LTTS revenue growth led by Transportation and Industrial Products
- Mindtree revenue growth led by Travel, Transportation & Hospitality and Retail, CPG & Manufacturing
- Margin is a function of utilization, wage cost, onshore: offshore mix and operational efficiencies



Others Segment

(Amount in Rs. bn)





- Segment comprises Realty, Industrial Machinery & Products and Digital businesses
- Strong Q4 revenue growth in Realty and Industrial Machinery
- Broad based improvement in margin across businesses in Q4 CY



Domestic

International

Financial Services Segment

Q4 FY21	Q4 FY22	% Var	Rs. Bn	FY21	FY22	% Var	
33.8	29.6	-12%	Income from Operations	134.0	119.7	-11%	
2.7	3.4	28%	Reported PAT	9.7	10.7	10%	480 000
1.8	2.2	21%	PAT (Net of NCI) accruing to the group	6.3	6.8	8%	
	Ē						
		30	Book	940.1	883.4	-6%	Control of the second s
		9 1	Gross Stage 3 Assets	4.97%	3.80%		The state of the s
			Net Stage 3 Assets	1.57%	2.00%		
a		M. J. Carrier	Net worth	187.7	199.5	6%	
	为表	1/2/2					
		业约			N/3+		
		4		- b			

- Strategic deliverables revolve around "Higher Retaili-sation", strong asset quality and improvement in ROA
- Strong disbursements in Q4 in focus areas
- Share of Retail Book at 51%
- Sufficient growth capital available



Environment & Outlook

Covered as part of the Strat Plan



Annexures



EPC Projects



Rs Billion	Mar-21	Mar-22	Incr / (Decr)
Equity & Reserves	759	824	65
Non Controlling Interest	121	130	9
Borrowings - Financial Services	865	841	-23
Development Projects	206	181	-25
Others	255	213	-43
Sources of Funds	2205	2188	-17
Fixed Assets (incl ROU assets)	138	137	-1
Intangible Assets & Investment Property	310	302	-8
Loans towards Financing Activities	861	814	-47
Finance lease receivable	70	65	-4
Net Non-Current Assets	150	175	25
Current Investments, Cash & Cash	473	487	15
Equivalents	17.5	107	13
Net Current Assets	203	199	-4
Assets held for Sale (net)	0.03	8	7
Application of Funds	2205	2188	-17
Gross Debt / Equity Ratio	1.51	1.29	
Net Debt / Equity Ratio	1.00	0.82	



Q4 FY21	Q3 FY22	Q4 FY22	Rs Bn	FY21	FY22
67.3	46.9	67.2	Operating Profit	163.4	189.6
46.1	(26.9)	52.4	Changes in Working Capital [(Inc)/Dec]	52.5	6.2
(12.4)	(11.6)	(13.2)	Direct Taxes (Paid) / Refund [Net]	(34.7)	(45.5)
101.0	8.4	106.4	Net Cash from / (used in) Operations (A)	181.3	150.3
1.5	(8.7)	(12.4)	Net Investment in Fixed Assets (incl. Intangible & Investment Property)	(9.2)	(30.4)
(23.6)	(3.3)	(5.5)	Net (Purchase) / Sale of Long Term investments	100.9	(3.2)
33.4	11.5	(10.6)	Net (Purchase) / Sale of Current investments	(159.3)	(12.9)
(0.4)	(0.3)	-	Loans/Deposits made with JV/Associate Cos.	(1.5)	(1.5)
6.3	2.7	3.4	Interest & Dividend Received	14.8	11.3
17.2	1.9	(25.2)	Net Cash from /(used in) Invest. Act. (B)	(54.3)	(36.7)
11.1	(1.5)	(5.6)	Issue of Share Capital / NCI	8.1	(10.1)
(125.1)	(25.6)	18.9	Net Borrowings [Inc/(Dec)]	(90.5)	(86.8)
49.1	9.3	(47.0)	Loans towards financing activities (Net)	47.2	41.4
(6.1)	(6.3)	(3.9)	Interest & Dividend paid	(70.4)	(55.0)
(71.0)	(24.0)	(37.7)	Net Cash from / (used in) Financing Activities (C)	(105.6)	(110.5)
47.1	(13.8)	43.5	Net (Dec) / Inc in Cash & Bank (A+B+C)	21.4	3.1



Segment Margin – Q4 FY22

		Q4 FY21			Q4FY22	
Segment (Rs Cr)	Net Revenue	EBITDA	EBITDA %	Net Revenue	EBITDA	EBITDA %
Infrastructure Segment	26240	3020	11.5%	29727	2735	9.2%
Hydrocarbon Segment*	5412	677	12.5%	5237	511	9.7%
Power Segment	1216	103	8.5%	1480	77	5.2%
Heavy Engineering Segment	999	293	29.3%	869	214	24.7%
Defence Engineering Segment	1136	333	29.3%	894	208	23.3%
Other Segment	1830	258	14.1%	1825	352	19.3%
Total (Projects & Manufacturing)	36834	4684	12.7%	40031	4096	10.2%
IT, TS & Mindtree Segment	6763	1655	24.5%	8761	2108	24.1%
Financial Services Segment	3377	753	22.3%	2963	509	17.2%
Developmental Projects Segment	1114	94	8.5%	1096	26	2.4%
Total (Services & Concessions)	11254	2503	22.2%	12820	2642	20.6%
Total	48088	7187	14.9%	52851	6738	12.8%

	EBITDA to PAT (Q4 FY22)						
Particulars	IT&TS	Financial Services	Dev. Projects	Projects & Manufacturing [#]	Corporate	Total	
EBITDA	2108	509	26	4096	298	7036	
Depreciation	(317)	(28)	(82)	(315)	(26)	(769)	
Segment Result	1790	480	(56)	3781	271	6267	
Finance Cost & Tax Expense	(482)	(140)	(291)	(203)	(1145)	(2260)	
Non-controlling interest	(390)	(123)	-	(7)	3	(518)	
Share in profit/(loss) of JV and associate			93	39		132	
PAT	918	217	(253)	3609	(870)	3621	

^{*}Adjusted EBITDA for Q4FY21



EPC Projects

Hi-Tech Manufacturing

Services

[#] Note: Interest cost and tax provisions are reflected under Corporate



		FY21			FY22	
Segment (Rs Cr)	Net Revenue	EBITDA	EBITDA %	Net Revenue	EBITDA	EBITDA %
Infrastructure Segment	61431	5227	8.5%	72404	5920	8.2%
Hydrocarbon Segment*	16925	1549	9.2%	19175	1671	8.7%
Power Segment	3174	147	4.6%	4418	172	3.9%
Heavy Engineering Segment	2712	536	19.7%	2724	517	19.0%
Defence Engineering Segment	3396	754	22.2%	3218	650	20.2%
Other Segment	5853	1227	21.0%	5988	1040	17.4%
Total (Projects & Manufacturing)	93491	9439	10.1%	107927	9971	9.2%
IT, TS & Mindtree Segment	25463	5986	23.5%	32256	7613	23.6%
Financial Services Segment	13404	1372	10.2%	11971	1574	13.1%
Developmental Projects Segment	3621	194	5.4%	4368	100	2.3%
Total (Services & Concessions)	42488	7552	17.8%	48594	9287	19.1%
Total	135979	16991	12.5%	156521	19258	12.3%

	EBITDA to PAT (FY22)						
Particulars	IT&TS	Financial Services	Dev. Projects	Projects & Manufacturing [#]	Corporate	Total	
EBITDA	7613	1574	100	9971	1226	20484	
Depreciation	(1203)	(104)	(330)	(1206)	(105)	(2948)	
Segment Result	6410	1470	(231)	8765	1122	17536	
Finance Cost & Tax Expense	(1744)	(426)	(1477)	(463)	(3233)	(7342)	
Non-controlling interest	(1389)	(367)	-	(2)	8	(1750)	
Share in profit/(loss) of JV and associate			21	107		128	
Exceptional Items (net of tax)					97	97	
PAT	3277	678	(1687)	8408	(2006)	8669	

^{*}Adjusted EBITDA for FY21

[#] Note: Interest cost and tax provisions are reflected under Corporate



Share in Profit/(Loss) of JVs/Associates

Q4 FY21	Q4 FY22	Rs Bn	FY21	FY22
0.89	0.32	L&T Power JVs	1.95	1.51
0.81	0.93	L&T IDPL Group	-0.64	0.21
-	-	L&T Special Steels and Heavy Forgings	-0.73	-
-0.10	0.07	Others	-0.44	-0.44
1.60	1.32	Total	0.14	1.28





Lakshya 2026



Macro Context - Medium Term (3-5 years)

Domestic

- Structural reforms to improve quality of India's growth
- Pickup in "Manufacturing" in this "MAKE" decade
- Country expected to post top quartile growth among emerging nations: likely comeback of the Indian consumer
- Capex resurgence
 - Government focus on investment revival (NIP / NMP / DFI / Public Procurement initiatives / new PPP models)
 - Return of Private Capex (Improved business confidence, demand outlook, strong Balance Sheet and PLI incentives)
- Evolution of "Digital Infrastructure"
- ESG focus Renewables, Green Hydrogen

International

- Enhanced GCC capex post recovery in oil prices
- Growing opportunities in Africa enhanced bi-lateral / multilateral funding support
- Rearrangement of global supply chain & consequent shift in export hubs
- Establishment of "New World Order" amidst ongoing geopolitical developments
- "Corrosion of globalization" amidst thrust towards "Localisation"
- Continued Capital flows into "High yielding" markets

Risks

- Geo-political conflicts and volatile oil prices impacting Indian Macros (Growth / Inflation / current account / fiscal deficit)
- US interest rate hikes impacting capital flows into India
- Continued supply chain constraints and talent management
- Vision of Government policy frameworks: to set the course of nations across the globe



Previous Strategic Plan (FY17-21)

Resilient Performance despite Macro headwinds

1

Macro backdrop: Subdued macros in the initial three years further worsened by Covid in the final years of the Strategic Plan (FY17-21)

2

Business portfolio performance:

- > Projects & Manufacturing: Navigating headwinds despite lacklustre Public & Private Capex
- > Emerged as a Top Performing E&C conglomerate globally in the past five years
- > Tech portfolio: Delivers outperformance over Tier-1 & Tier 2 IT companies
- Successful integration of Mindtree; services businesses helps balance E&C cyclicality during this period
- Capital unlocking through phased divestments



Capability spectrum, sustained international presence and strong Balance Sheet helps ride the tide in challenging times

Current Strategic Plan (FY22-26)

Value accretive growth of the current businesses

Exit / Reduce exposure to non-core businesses

EPC PROJECTS

Develop
business
offerings to
ride the
energy
transition
wave

Scale up
Digital and
E-Commerce
businesses

Business sustainability through focus on ESG and shareholder value creation

Emerging Business Portfolio

EPC Projects

Construction

Buildings & Factories

Heavy Civil

Water

Power T&D

Transportation Infra

Minerals & Metals

Energy

Hydrocarbon

Power

Green EPC

Hi-Tech Manufacturing

Heavy Engineering

Defence

Electrolyzers

Battery

EPC PROJECTS

Services

IT & TS

LTI + Mindtree

LTTS

Data Centers & Platforms (Sufin & EduTech)

Financial Services

Others

Realty

Smart World & Communications

Industrial Machinery & Products

Development Projects

Hyderabad Metro

Green Energy - BOO



FY26 Strategic Plan Objectives (1/2)

Projects

Construction, Hydrocarbon, Power, Green EPC

- > Value accretive growth
- Order Inflows: Selective bidding approach. Pursue opportunities in line with Global ESG trends (Green EPC)
- Revenues: Target early completion
- Profitability: Driven by Resources productivity / Operational Excellence / Digitization initiatives

Hi-Tech Manufacturing

Defence, Heavy Engineering, Electrolyzers, Battery

- New Initiatives:
 - > Electrolyzers &
 - Battery manufacturing (through JVs)
- Existing businesses
 - Order Inflows: Defence indigenization programmes
 - Revenues: Accrual from strong Order Book
 - Profitability: Through Design excellence/automation/value engineering/on-time delivery

Services - IT & TS

LTI + Mindtree & LTTS

- Momentum from existing & emerging technology trends (Cloud, Digital, AI, Industry 4.0)
- Augment "Digital" talent
- Inorganic growth opportunities

Data Centers & Platforms

- Data Centers: Physical Infrastructure
 - + Cloud Services
- Platforms (EduTech and Sufin)- E commerce B2B

Value creation:

- **Projects & Hi-Tech Manufacturing:** Combination of Margin improvement and lower Capital Employed
- **IT&TS**: Scaling up in a strong demand environment

EPC PROJECTS



FY26 Strategic Plan Objectives (2/2)

Financial Services

L&T Finance Holdings

- Thrust towards "Retailisation"
- "Digital" to drive retail growth
- From "product" to "customer" focus(upselling/cross selling)
- Portfolio reorganization
- "Shrink" to "Grow"

Concessions

Hyderabad Metro, Nabha, IDPL, Green

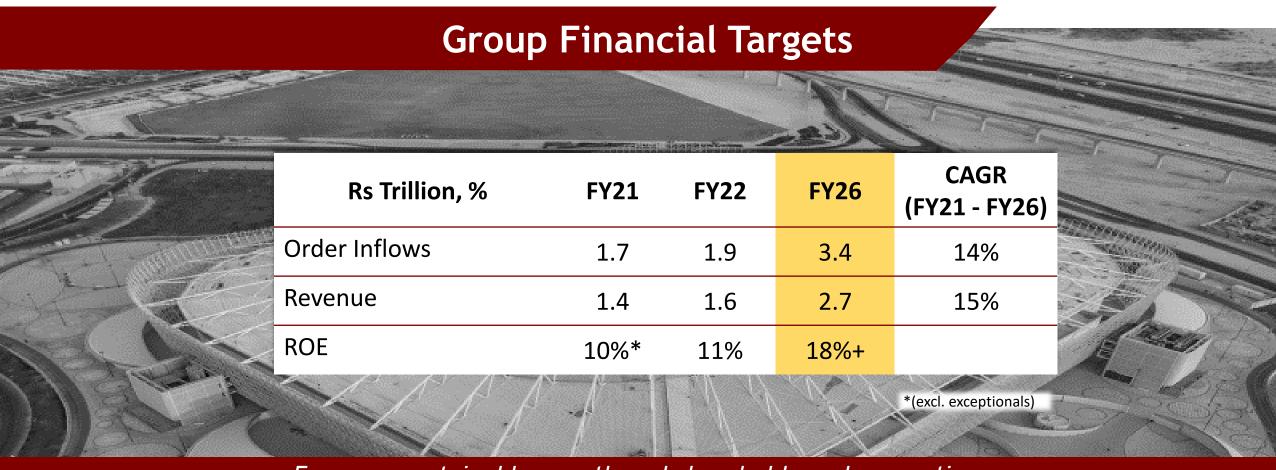
- Exit Roads and Power concessions
- Hyderabad Metro: Capital restructuring, improved operations & TOD monetization. Phased exit over time
- Green BOO opportunities

Others

Realty, Smart World & Communications, Industrial Machinery & Products

- Realty: Growth in Residential & Commercial through multiple formats
- > SWC: From EPC to Smart Solutions
- Grow CE&O and Valves till exit



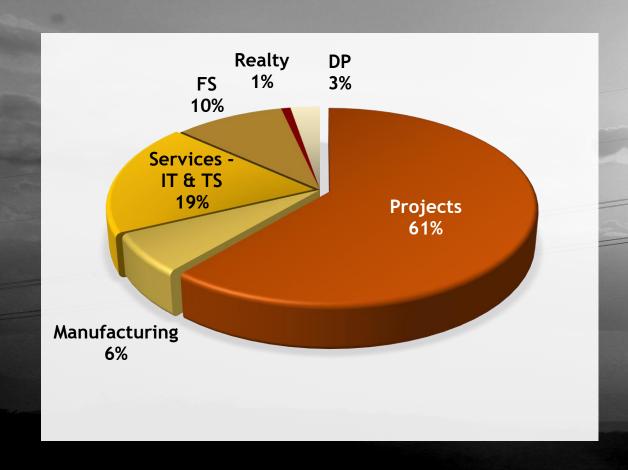


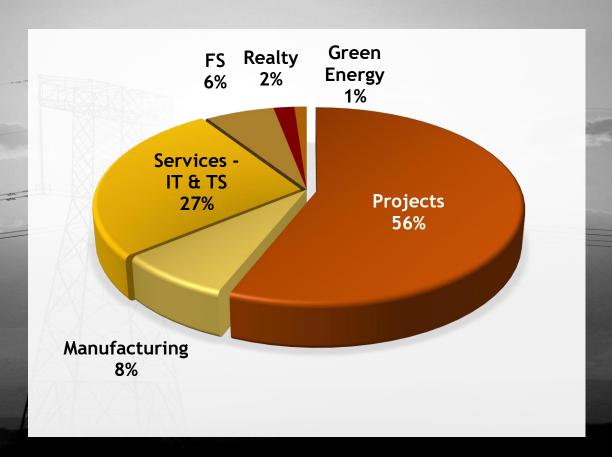
Focus on sustainable growth and shareholder value creation

Revenue Composition

FY21 Rs 1360 Bn







Green Energy BOO, Electrolyzers and Battery through JVs



Cash Generation and Capital Allocation

Cash Generation

- Operations Improved profitability and lower capital employed
- Divestments Concessions and sub-scale businesses

Capex

Existing businesses: Projects, Manufacturing & Realty

Investments

- Digital Platforms & Data centers
- Green Energy Portfolio: Through JVs

Acquisitions

IT&TS – White spaces

Debt Repayments

Over the plan period

Cash Return to Shareholders

Combination of Dividend & Buyback (Post adequate cash buffers on Balance Sheet)



Sustainability Targets



Environment

CURRENT GOING FORWARD



Total Emissions	Mn tCO2e	0.8
Emission Intensity	tCO2e/Rev Rs bn	790-815
Renewable energy	%	11
Trees Planted	Mn nos. cumulative	4.4

Net Zero	2040	
Emission Intensity Reduction	40 % by 2026	
Renewable (% of consumption)	50 % by 2026	
Efficiency improvement	2 % - 2.5 %/ Yr	
Trees Planted	1.5 to 2 Mn/Yr	
Scope-3 assessment	Being mapped	



Total Consumption	Mn KL	9.6
Intensity	Mn KL/Rev Rs bn	10.6-11.4
Water recycling	%	7.2

Net Zero	2035
Efficiency Improvement	6-9%/ Yr
Water recycling	7.5-9% by FY26



Water infra, solar, FGDs, green buildings: 30%

Including Green Hydrogen, Energy storage: 40% by FY26



Social



Safety

	FY20	FY21
Fatality	41	25
Severity rate	204.3	143.6
Safety training hrs (Mn)	5.1	3.2

Major initiatives

ZERO HARM TARGET

- EHS Council
- Knowledge sharing platforms for lessons learnt
- Cross-business audits from FY23
- Senior Management Audits
- Surveillance Ratings
- AR/ VR awareness programmes
- Vision analytics/ AI hazard detection



Human Resources

	Current	FY26	Initiatives
Gender Diversity %	6%	10%	RENEW – second career phase, increase intake % at entry level, developing women leaders in Tier-1,2. WINSPIRE
Vocational skilling program on construction trades through CSTIs (Mn man hours)	0.9	1.3	NEW : ESG training programmes initiated, e.g., Human Rights, BRSR etc.



Community Welfare

Corporate Social Responsibility (CSR)

Thrust areas:

- Water & sanitation
- Education
- Health
- Skills building

- Number of lives impacted: 1.2 million (Target 1.5 million by FY26)
- Collaboration with 9 CSTIs and 27 ITIs, over 35000 youths trained
- Project Neev for providing designed training programmes to differently abled
- Vocational training for women
- ICDP: 12,545 households across 13,223 hectares, since FY19

^{*}Severity Rate: Number of man-days lost per million man-hours worked

Governance

ASPECTS	CURRENT	GOING FORWARD
Board	 Independent directors: 44% (Requirement - 33%) Gender diversity: 5.6% 	Goals for EDs and Business Heads on Environment and Safety parameters
Corporate Policies	 Supplier Code of Conduct Other policies: Sustainability, EHS, GSCM, HR, CSR, Protection of Women's Rights at Workplace, Whistle Blower, Risk Management, Related Party Transaction, Quality, Determination of Materiality of Event or Information, Determination of material subsidiary, Prevention of Insider Trading, Internal Controls Policy 	 Public Advocacy Policy Anti-hribery and Anti-corruption (ABAC)
Review Mechanisms	 Board committees: CSR & ESG , Risk Management, Audit, Nomination & Remuneration, Stakeholders ECOM/ IC level Reviews Green Campus Steercom EHS Committee Various Councils: IT, Project Management, HR, Materials & Logistics 	



EPC PROJECTS

Governance

ASPECTS	
Disclosures	
Frameworks	

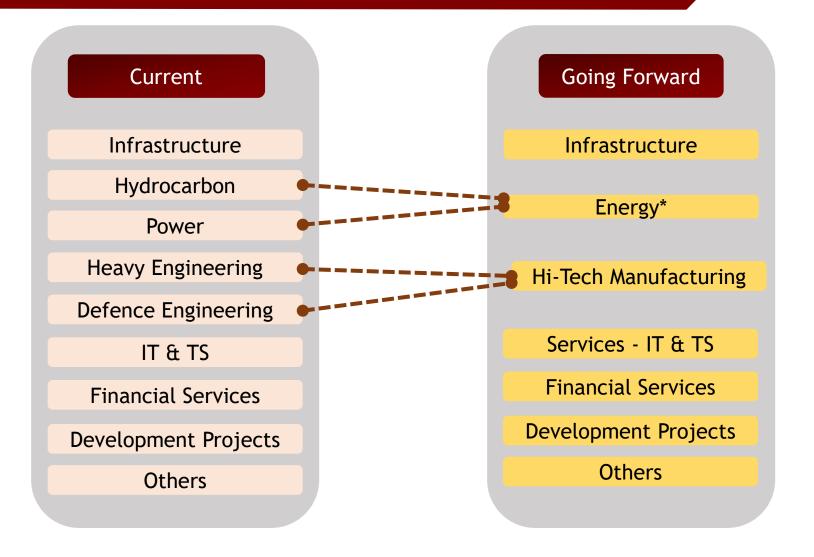
CURRENT	GOING FORWARD
 BRR & BRSR Carbon Disclosure Project (CDP) Dow Jones Sustainability Index (DJSI) 	 IFRS Standard for ESG Reporting
 AA1000 standards for reporting Global reporting Initiative (GRI) standards International Integrated Reporting Council (IIRC) guidelines Sustainable Development Goals (SDGs) United Nations Global Compact (UNGC) 	 Taskforce on Climate-Related Financial Disclosures (TCFD)



Thank You



Segment Reclassification Going Forward



*includes Green EPC



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