

## Nurturing Leadership and Managerial Talents



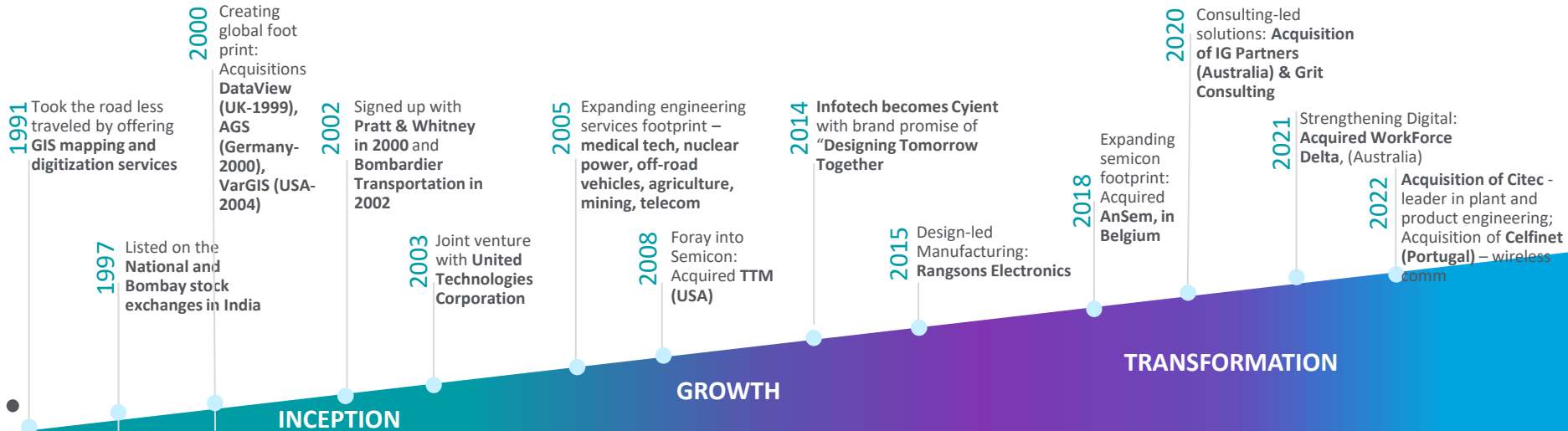
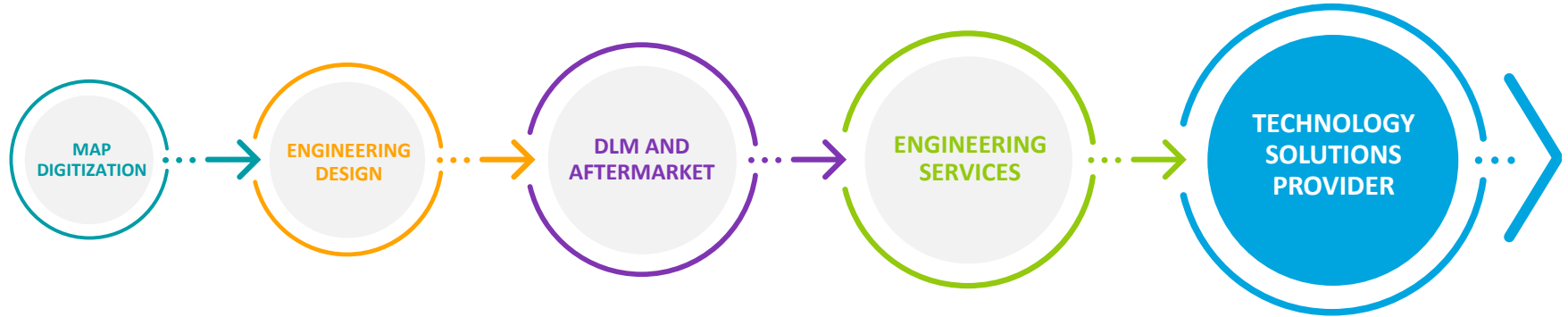
**B.V.R. Mohan Reddy**

Founder Chairman, CYIENT

Former Chairman, NASSCOM

Chairman, Board of Governors,  
IIT-Hyderabad, IIT-Roorkee

# Cyient - Evolution since inception



# CYIENT overview

## Our Performance

**\$608** Million  
Revenue<sup>1</sup>

**\$198.08** Million  
Q3 FY 23

YoY growth of 36.7%

## Our customers

**240+** Customers

**33** Fortune  
500 Brands

## Our associates

**15K+** Associates

**22%** Women  
Employees

## Global reach

**18** Countries

<sup>1</sup> Financial year ended March 31, 2022

# THE IMPACT WE HAVE CREATED

APPLY TECHNOLOGY (**COMPETENCE**) IMAGINATIVELY (**INTELLECT, INNOVATION**)  
TO SOLVE PROBLEMS THAT MATTER (**IMPACT**)



Enabled the urban  
mobility experience  
of **>1 Billion** people



Helped millions of  
people **hear and  
see better**



Helped build the  
world's most  
**fuel-efficient  
aircraft engine**



Enabled quick  
**COVID testing** of  
**>20 Million** people



# WHAT SETS US APART

## Our Vision

Apply technology imaginatively to solve problems that matter



DRIVEN BY

## Our Values

### Valuesfirst

Fairness | Integrity |  
Respect | Sincerity |  
Transparency



WITH PROMISE OF

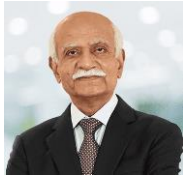
## Our Promise

Designing  
Tomorrow  
Together



For a tomorrow that is responsible,  
sustainable and inclusive.

# Succession Planning



1991 Launch of Cyient; Mohan Reddy as Chairman and Managing Director



1999 John Renard comes into Cyient through acquisition of DataView Solutions in UK



2001 Krishna joins as Marketing Manager after 3-yr stint at Altera in US; Returns as VP-Strategy after completing B-School in 2006; Becomes SVP-Engg in 2008

2008 Groom Krishna, John and a few others for top job

2012 Krishna is COO



2014 Mohan Reddy becomes Executive Chairman; Krishna is MD & CEO - all operations including HR & Finance

2014-2021 BVR Mohan Reddy focuses on long term strategy, board management, public & govt relations management



2021 MM Murugappan is Chairman; BVR Mohan Reddy is Board Member

INCEPTION

GROWTH

TRANSFORMATION

# Corporate Governance is the foundation



## TAPPING INTO BOARD WISDOM

Functional Board from day-1 of the company

Independent, influential, diverse board of eminent professionals

Handle sensitive situations with board's help

Evaluate every decision, guide management every step



## FINANCIAL DISCIPLINE

Thrift is a good revenue

Custodian of public money

Continuously monitor inflow and outflow

Water-tight operations, manage costs to stay cash-positive; cash surplus

Prudent mergers and acquisitions

Equitable to all



## COMPLIANCE & TRANSPARENCY

Consider Govt as important stakeholder

Sticklers for statutory and legal compliance – competitive advantage

Critical to thrive in various countries of operation

Liberal corporate access policy - investors

# People development & culture



## INVESTING IN FUTURE OF WORKPLACE



## NURTURING AN INCLUSIVE CULTURE



### Being Future-Ready

#### Hybrid Workforce and Workplace

Tapping into the potential of global gig economy

**Managing@ Cyient** - Equipping managers with the skills needed for managing self, managing teams, delivering business value, and leading

**Career and Competency Progression Program** - Deep technical skill trainings for upskilling and cross skilling to enable career transitions and encourage innovations

**ELP, BLP & TLP** - Leadership trainings programs in partnership with **Ivy League** schools

**GLP** – Leadership program for senior executives to transform them into global business leaders



### Happy Parents

#### Our New Gender-Neutral Parental Leave Policy

Cyient employees, including birth and adoptive parents of any gender, can take up to 12 weeks of paid time off at full pay following the birth or adoption of their child.



### Continuous Learning

**DIEL** (Diversity, Inclusivity, Equity-driven Leadership) is our mentorship program to foster a strong leadership pipeline within Cyient.

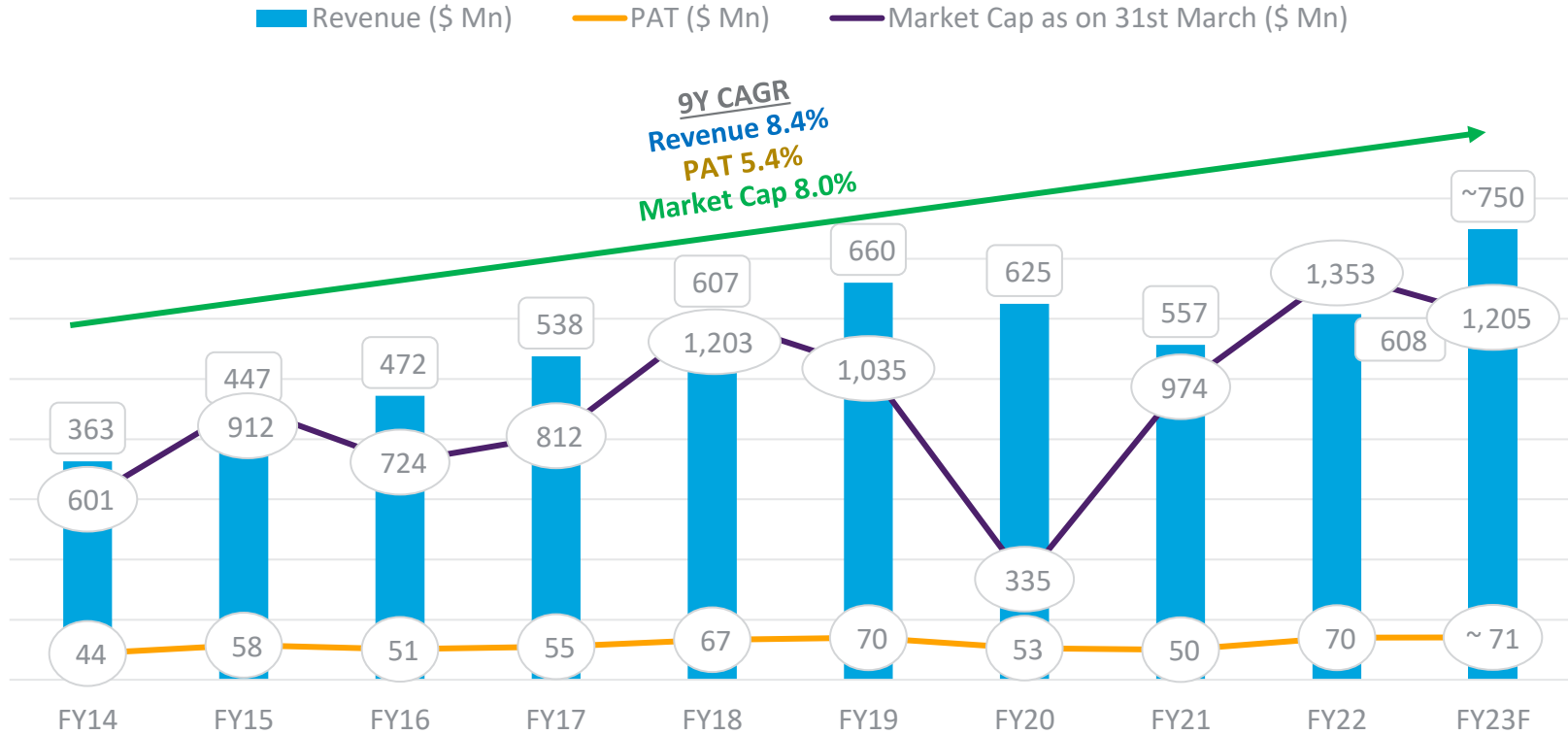
**Inclusion Ambassador Program** is aimed at increasing global collaboration to focus on local opportunities.



### Diversity & Inclusion

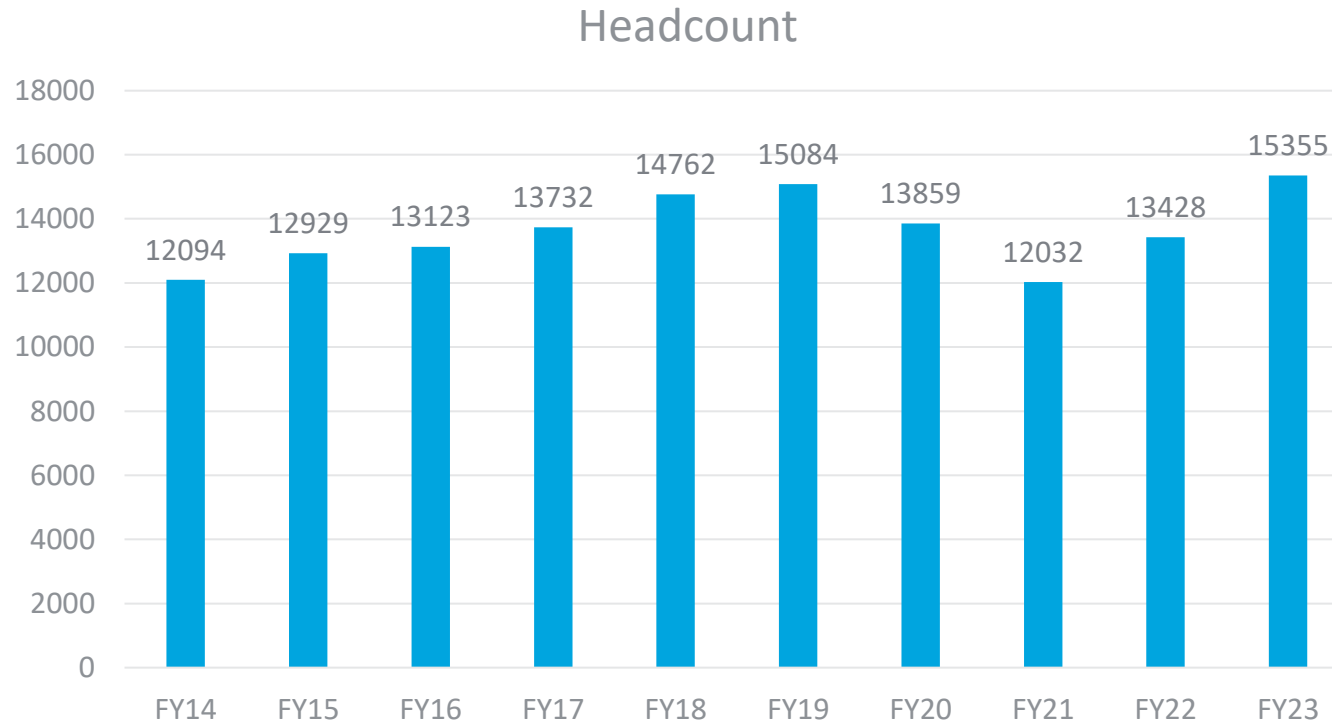


# Successful succession – Quantitative Indicators



Note: FY23 revenue & PAT are based on internal forecast while Market cap is based on current market price

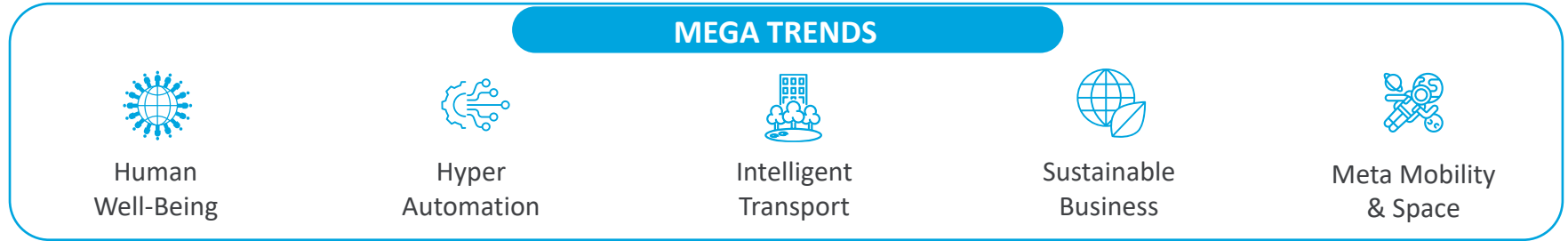
# Successful succession – headcount



*FY23 figures as of December 2022*

# Onward & Upward – Driven by **AGILE** Strategy

Future Will be Connected, Intuitive and Sustainable



## Vision

HOW

APPLY TECHNOLOGY IMAGINATIVELY TO SOLVE PROBLEMS THAT MATTER



APPLY TECHNOLOGY (**COMPETENCE**) IMAGINATIVELY (**INTELLECT, INNOVATION**) TO SOLVE PROBLEMS THAT MATTER (**IMPACT**)

## AGILE 2030 Framework

WHAT

### Ambition

Transforming from Services to Solutions

### Growth

Industry-leading Earnings Growth

### Investment

Prioritizing Investments

### Leadership

Building 2030s Talent

### Execution

Building an AGILE culture

GUIDING PRINCIPLES

## Values FIRST

Fairness | Integrity | Respect | Sincerity | Transparency

## AGILE Culture

Ambitious | Growth Mindset | Inclusive | Lead by Example | Empowered

‘Contains some of the  
finest business lessons’

**ANAND MAHINDRA**  
Chairman, Mahindra Group

**Available on Amazon**

THANK YOU!

