



# Talent of the **future**

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**ELEVATING  
OUTCOMES**

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# Talent at Scale



Headcount

**84,438**

**1.1%**  
YoY



Attrition

**14.5%**  
TTM

**70 bps**  
YoY



Diversity

**30.6%**  
Women

*Incl. LGBTQ+ &  
Differently abled*



Nationalities

**100+**

*Across 42  
countries*

# Evolving talent expectations

Higher flexibility at work

Access to cutting-edge technology

Faster career progression

Inclusive, empathetic culture





## Attract

Experience |  
Flexibility



## Engage



## Thrive

Differentiated **hiring strategy** for **niche skills**



Leverage **referral** and **alumni** connect



Superior **candidate experience** and **onboarding**



Expanding **delivery footprint**





# Re-imagining Talent Experience

Enabled by



## RHYTHM

*Vibrant workspace  
Hi-Touch with Hi-Tech*

## GIGSPACE

*Internal Gig  
Opportunities*



**Role-based**  
cross-skill  
up-skill



Proactive  
**Leadership**  
**Development**



Individualized  
**Career**  
**journeys**

**Continuous learning culture**

# AI for Talent, Talent for AI

## AI for Talent

### Attract & Scale

AI-infused candidate and onboarding experience

### Engage

Using AI across moments that matter in the entire employee lifecycle

### Thrive

AI-powered learning to build future-ready talent

## Talent for AI

### New Sources of Talent

Linguistic skills, core sciences, industry expertise

### Focus on learnability

Problem solving, algorithmic thinking

### Building an AI Culture

ignAlte | GARUDA | Customer Zero

Getting to the  
**Future, Faster.**  
**Together.**

