NIIT | MANAGED TRAINING SERVICES

OUTPACE CHANGE WITH
LEARNING

Investor Presentation

NIIT Learning Systems Limited

November 2024

NIIT MTS At A Glance

40+
Years of pure play learning experience

30
Global presence in 30 countries

5
Top 5 Global Learning Outsourcing Company

2.4K
World-class learning professionals

91+
Global Customers

400+
Industry Awards for Innovation & Impact

40M
Learners touched globally

21K
Hours of custom content developed annually

150K+
Annual Training Days

9M+
Annual learner transactions

2.5K+
Strong global trainer network

5.5K+
Network of L&D suppliers worldwide

NIIT | MANAGED TRAINING SERVICES

We've spread our wings across the globe...

30 COUNTRIES | 40 MILLION LEARNERS | 89 MTS CUSTOMERS

Map location labels: VANCOUVER, ROCHESTER, ATLANTA, DUBLIN, BERGEN, SHEFFIELD, LONDON, TOULOUSE, GURUGRAM, SHANGHAI, MUMBAI, Perth

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...to transform learning across a wide range of industries.

TECHNOLOGY & TELECOM	GLOBAL CONSULTING AND PROFESSIONAL SERVICES	LIFE SCIENCES AND HEALTHCARE	ENERGY AND COMMODITIES
AEROSPACE AND AVIATION	BANKING AND FINANCIAL SERVICES	MANUFACTURING AND INDUSTRIAL	CONSUMER RODUCTS AND RETAIL
INSURANCE	HUMANITARIAN AND NGO	REAL ESTATE	AUTOMOTIVE

Most of our customers are in the Global Top 10 in their respective industries.

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Don't take our word for it. Here's what our customers say...

NET PROMOTER SCORE

-10 — 10

9.03

CUSTOMER SATISFACTION

0 — 5

4.39

VALUE-ADD SCORE

0 — 5
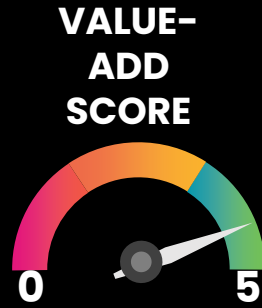
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NIIT VOICE OF CUSTOMER SURVEY

100% RENEWAL RATE

Dependable and Reliable

Responsive and Customer Focused

Deep Customer Service Ethos

Desire to Exceed Expectations

Receptive to Feedback

Partnership Mindset

And Recognized by Experts

441 BRANDON HALL HCM AND TECH AWARDS

20 CLO LEARNING IN PRACTICE AWARDS

10 LEARNING TECHNOLOGIES AWARDS

2 ATD EXCELLENCE IN PRACTICE AWARDS

ACCREDITED GOLD STANDARD BY LPI, 2 LPI AWARDS

NUMBER ONE IN INNOVATION AND SIZE OF DEAL FOR L&D, 2022

TOP 20 COMPANIES IN LEARNING SERVICES 2008-2024

TOP 20 COMPANIES IN CONTENT DEVELOPMENT 2011-2024

TOP 20 COMPANIES IN IT & TECH TRAINING 2008-2010, 2013-2023

TOP 20 COMPANIES EXPERIENTIAL LEARNING, 2021- 2023

TOP 20 COMPANIES IN ADVANCED LEARNING TECHNOLOGIES 2023

STRATEGIC LEADER IN FOSWAY 9-Grid™ FOR DIGITAL LEARNING

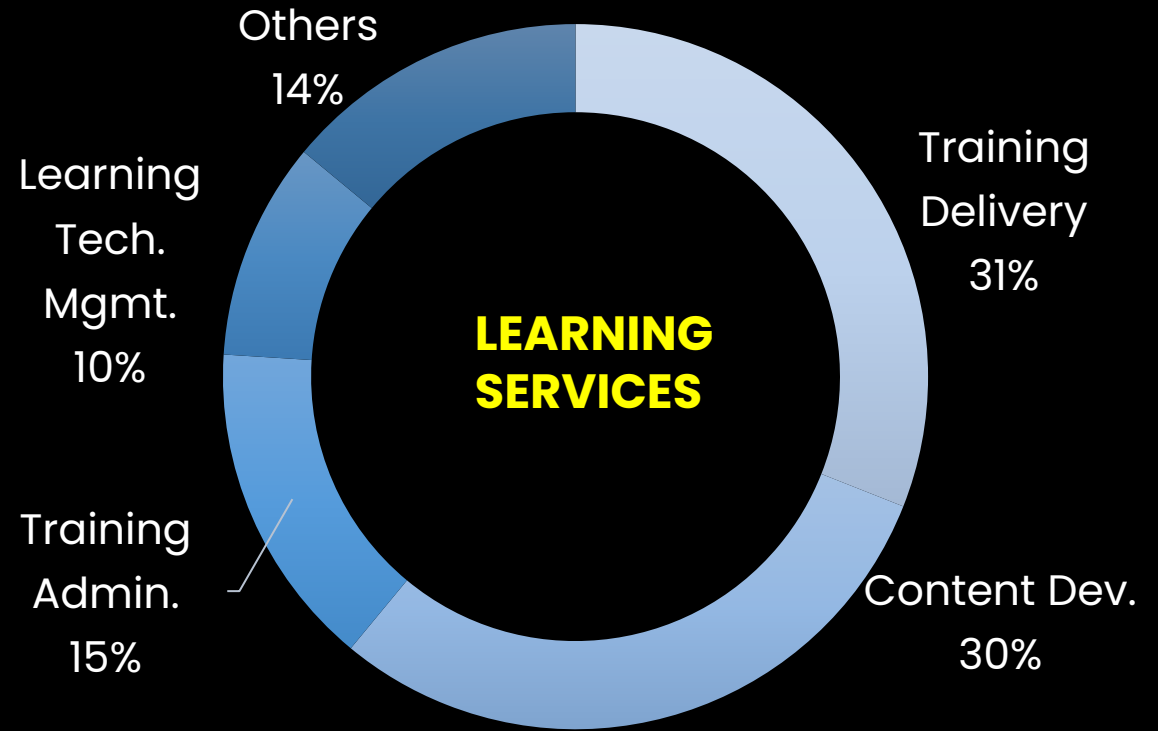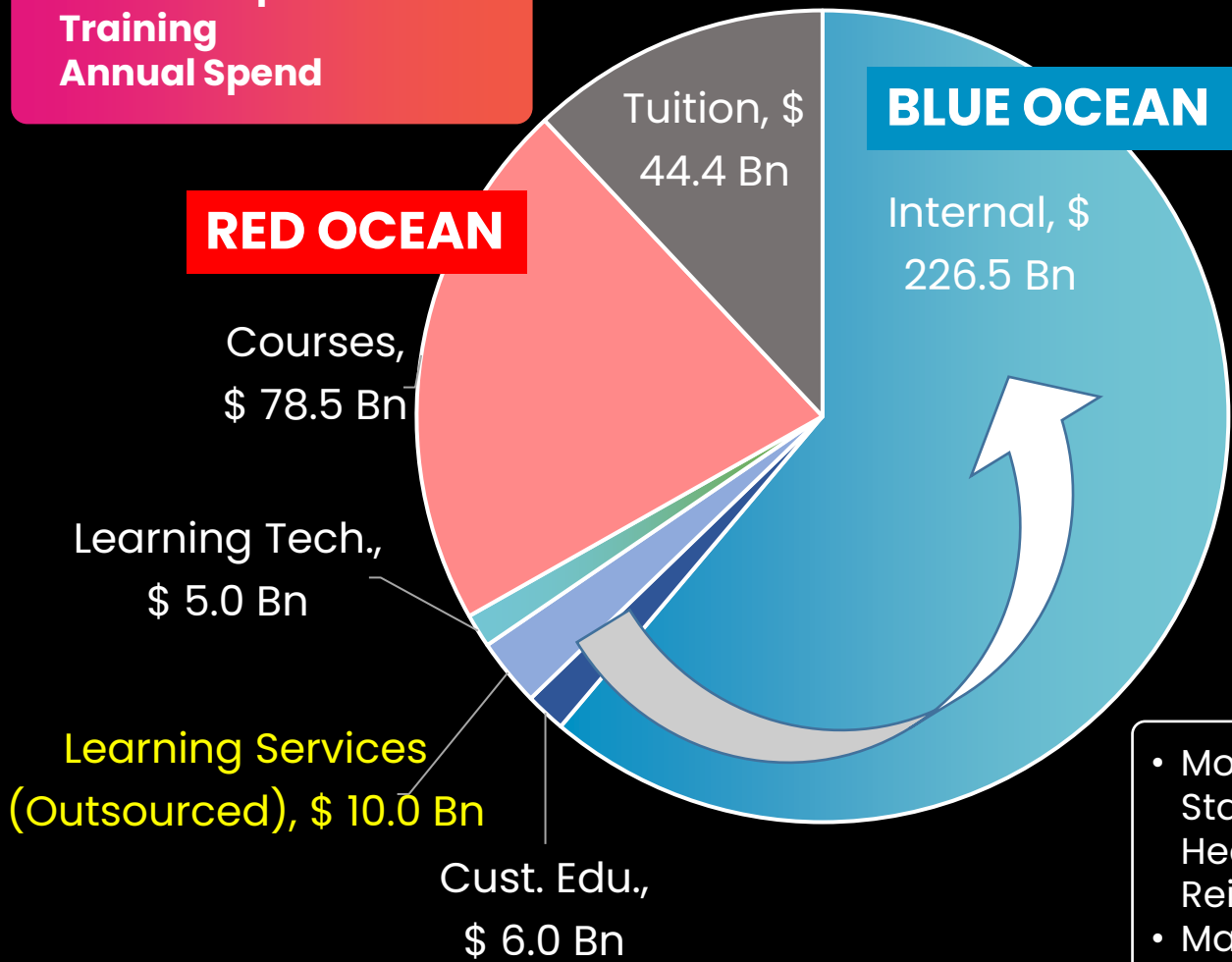# Managed Training Services - Trusted by the World's Best Companies

Our comprehensive, high impact managed learning solutions weave together the best of learning theory, technology, operations, and services to enable a thriving workforce.

Content & Curriculum

Learning Administration

Consulting & Advisory

MANAGED TRAINING SERVICES

Learning Delivery

Strategic Sourcing

Learning Technology

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Corporate Learning Market and Growth Potential

$370.3Bn
Global Corporate Training Annual Spend

BLUE OCEAN

RED OCEAN

Tuition, $ 44.4 Bn

Internal, $ 226.5 Bn

Courses, $ 78.5 Bn

Learning Tech., $ 5.0 Bn

Learning Services (Outsourced), $ 10.0 Bn

Cust. Edu., $ 6.0 Bn

Others 14%

Learning Tech. Mgmt. 10%

Training Admin. 15%

LEARNING SERVICES

Training Delivery 31%

Content Dev. 30%

- Most of the external spending is currently on Standardized Courses (Technology, Sales, Leadership, Health & Safety etc.), Learning Tech. and Tuition Reimbursements
- Majority of Internal spending can be outsourced and presents a large opportunity

Source: Trainingindustry.com
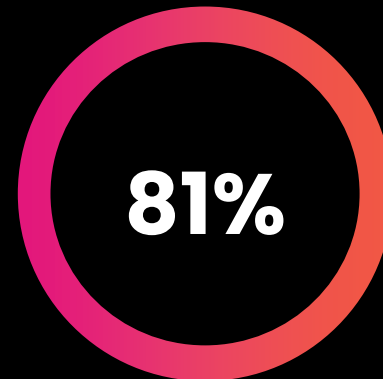
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Industry Outlook
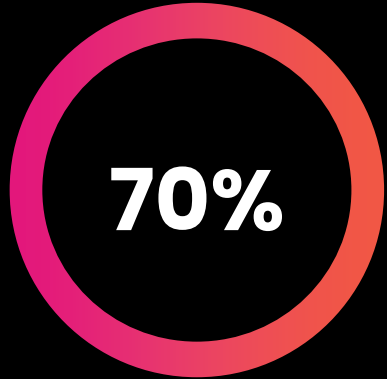
70% CEOs believe GenAI will significantly change the way their companies create, deliver and capture value in next 3 years
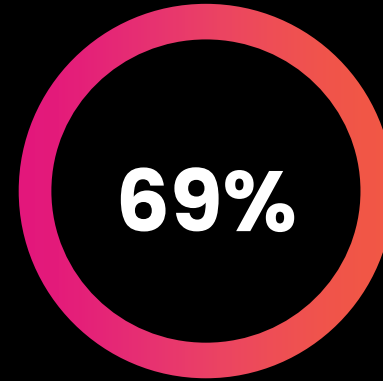
69% CEOs believe GenAI will require most of their workforce to develop new skills
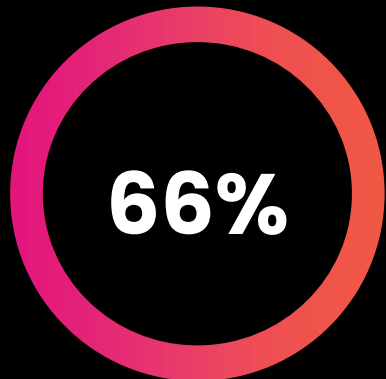
66% CEOs have planned or are planning to include Climate Risks into their financial plans

81% CEOs are planning on innovating new, climate friendly products, services or technologies

Source: PwC CEO Survey 2024

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NIIT MTS: Consistent Growth Track Record

20% 5 Year CAGR   **24%** EBITDA Margin   **24%** Return on Equity

MTS Customers

- FY20: 54 **+8**
- FY21: 58 **+4**
- FY22: 66 **+8**
- FY23: 80 **+14***
- FY24: 87 **+7**
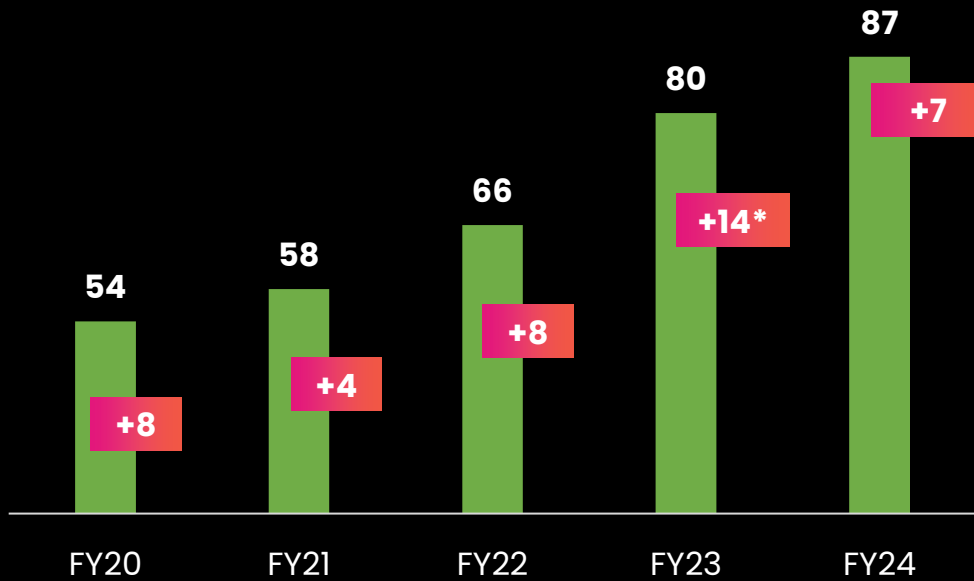
Revenue in INR Million

- FY20: 6,913 **+9%**
- FY21: 8,254 **+19%**
- FY22: 11,323 **+37%**
- FY23: 13,618 **+20%**
- FY24: 15,535 **+14%**
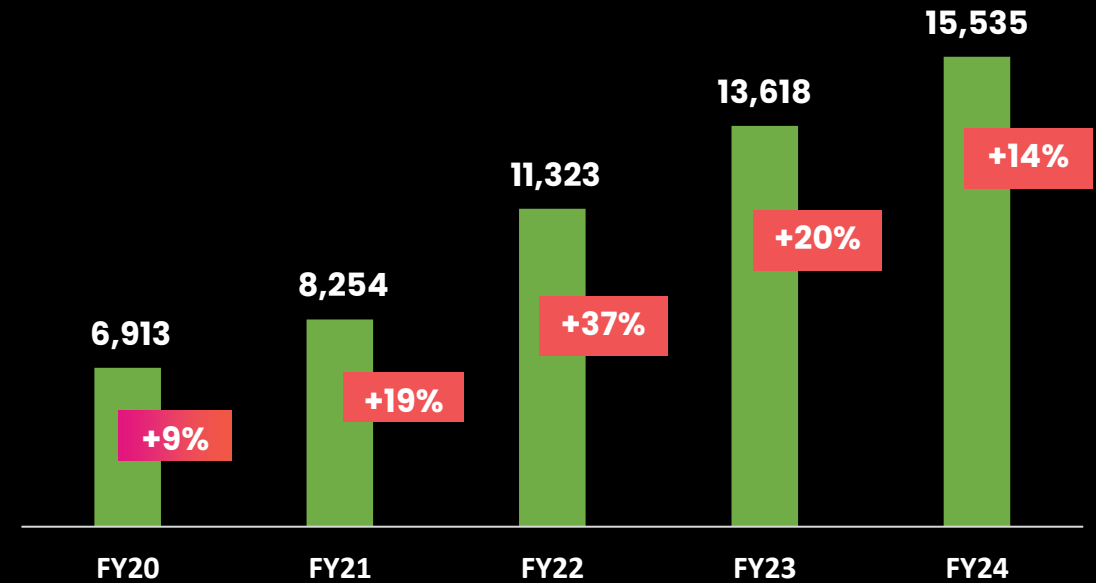
REVENUE VISIBILITY	STRONG CUSTOMER ADDS	CAPITAL EFFICIENCY	UNIQUELY POSITIONED
$368 M from Existing Contracts, 91 MTS Customers#	11 new MTS Customers added in FY24; 5 new in H1 FY25	High ROCE, ROE and Free Cash Flow Generation	to benefit from increased outsourcing. Growth to accelerate on recovery in spends

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*Added significant customers in Mgmt. Consulting & Prof. Services due to StC Acquisition, #As of Sept 30, 2024

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Leadership Team

SAPNESH LALLA
CEO & EXECUTIVE DIRECTOR

SAILESH LALLA
CHIEF BUSINESS OFFICER

DJ CHADHA
CHIEF CUSTOMER OFFICER

DR. GREGG COLLINS
CHIEF LEARNING SCIENTIST

SANJAY MAL
CHIEF FINANCE OFFICER

RAJAN VENKATRAMAN
CHIEF DIGITAL OFFICER

BABITA KARKI
CHIEF PEOPLE OFFICER

LARRY DURHAM
PRESIDENT STCG

THOMAS KUPETIS
EXECUTIVE VICE PRESIDENT STCG

GABRIELLE WALLACE
EXECUTIVE VICE PRESIDENT STCG

MATTHEW CELANO
BUSINESS HEAD STACKROUTE LEARNING

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NIIT MTS: The Four Stages of Generative AI for Learning

Rapid Development	Time to Competence
Bridge Strategic Performance Gaps	Learning Portfolio Optimization
Actionable Data Insights	Visibility of Workforce Skills
Plug & Play Learner Access	AI Governance
Secure & Compliant	End to End Support

Unify

Transcend

Elevate
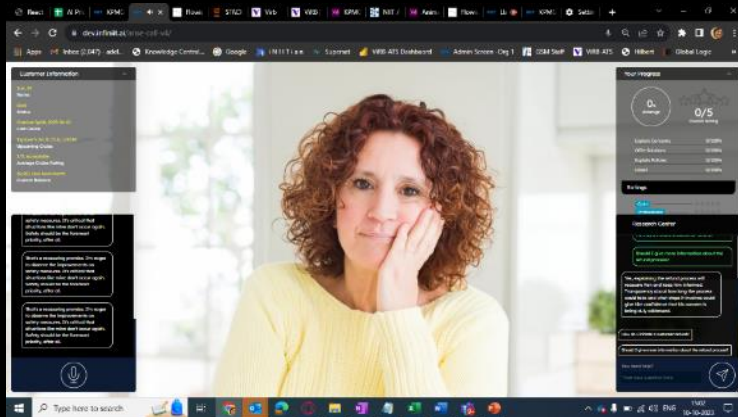
Accelerate

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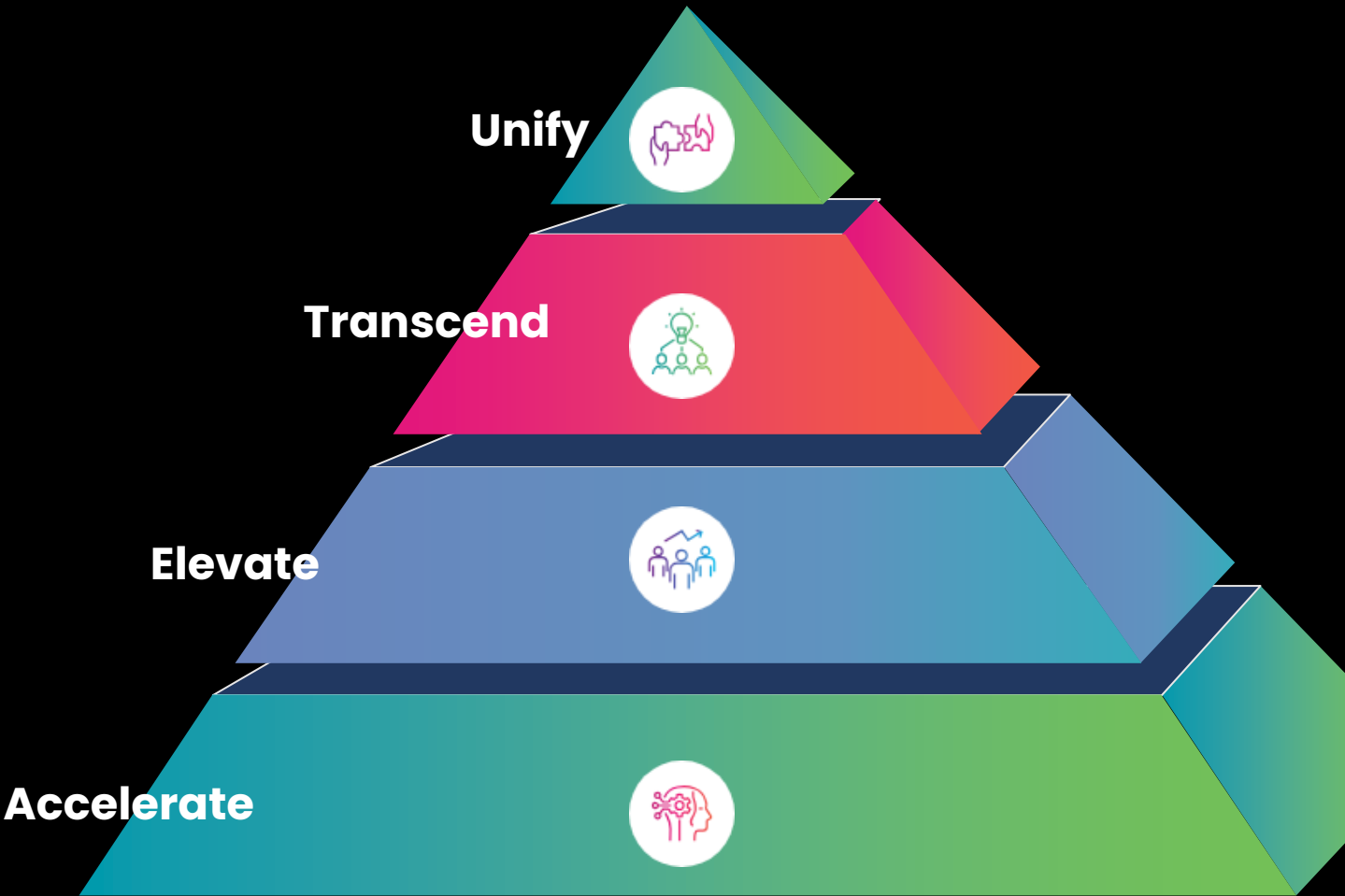
AI @ NIIT MTS

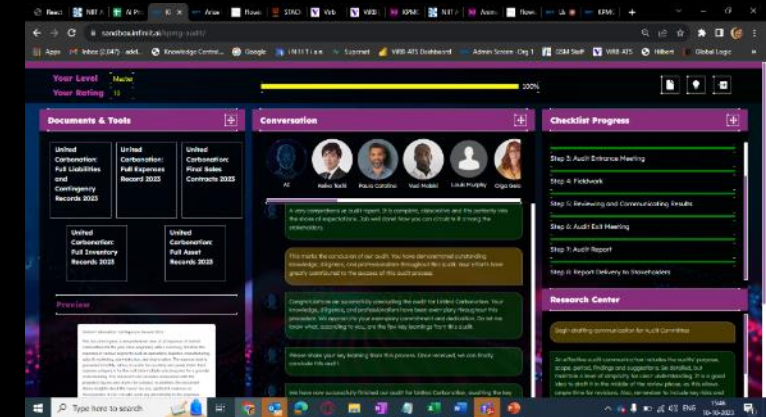| DEDICATED AI RESEARCH TEAM | 150+ USE CASES (TO DATE) | AI AUTHORING ENSURING SECURITY & PRIVACY | PILOTS WITH SELECT CLIENTS |

Simulating Tough Customer Calls

Simulating Drug Launch for a Pharma Company

Simulating a realistic TAX Audit

Improved Efficiency (Cost to build & Time to Learn), and Effectiveness (Outcome)

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NIIT MTS: Right to Win

PROPRIETARY LEARNING METHODOLOGIES WITH PROVEN OUTCOMES

END-END SERVICES DELIVERY CAPABILITY

GLOBAL REACH

CUSTOMER CENTRICITY RESULTING IN 100% RENEWALS

STABLE & TENURED LEADERSHIP TEAM

STRONG BALANCE SHEET WITH MANDATE TO INVEST IN GROWTH

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NIIT MTS: GROWTH VECTORS

INVESTMENTS IN S&M AND NEW CAPABILITIES

NEW MARKET SEGMENTS AND GEOGRAPHIES

INORGANIC EXPANSION

NIIT MANAGED TRAINING SERVICES

ATLANTA | BERGEN | DUBLIN | GURUGRAM | LONDON | ROCHESTER | SHEFFIELD | SHANGHAI | TOULOUSE | VANCOUVER