Financial Analyst Meet

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CEO & Executive Director
August 2019

Consumption Patterns are Changing

Agility with Resilience

Huge Impact on IT Consumption

Customer Centricity

Customers Driving Disruption

Cost Takeout

Self Funding Transformation

Implications

Demand for end-to-end solutions that impact both business and technology

Changing Tech Consumption Trends

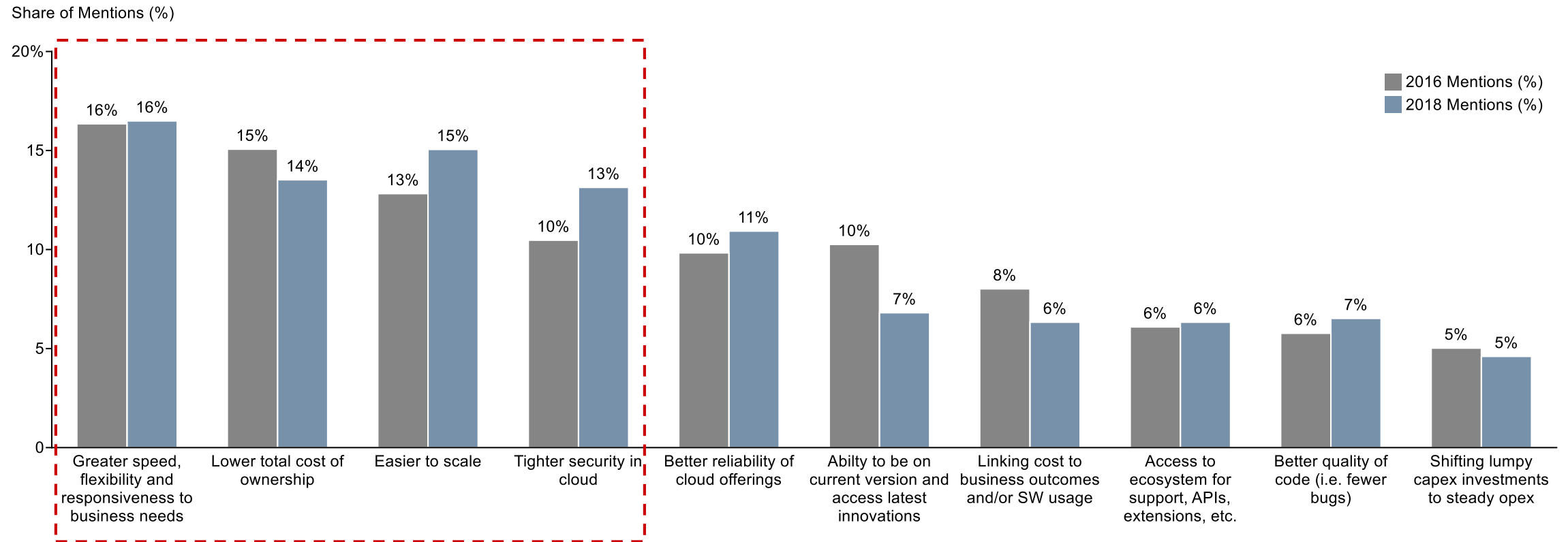| **Low CapEx, migration to XaaS**	**Quick Response Times**	**Need for Simplification of Core**

Speed, flexibility, scalability and security are top drivers– lowering TCO still a key factor but declining

When thinking about the most important benefits of moving applications to the cloud or building new applications in the cloud, **what are the top three drivers of your decision?**
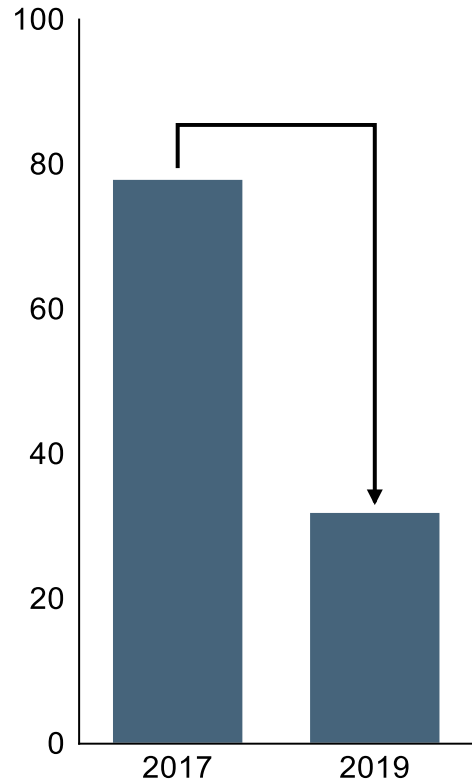
Share of Mentions (%)

Legend:
- 2016 Mentions (%)
- 2018 Mentions (%)

Categories and values:
- Greater speed, flexibility and responsiveness to business needs: 16% / 16%
- Lower total cost of ownership: 15% / 14%
- Easier to scale: 13% / 15%
- Tighter security in cloud: 10% / 13%
- Better reliability of cloud offerings: 10% / 11%
- Abilty to be on current version and access latest innovations: 10% / 7%
- Linking cost to business outcomes and/or SW usage: 8% / 6%
- Access to ecosystem for support, APIs, extensions, etc.: 6% / 6%
- Better quality of code (i.e. fewer bugs): 6% / 7%
- Shifting lumpy capex investments to steady opex: 5% / 5%

Source: Bain Cloud Archetypes Survey 2018 (n=349) ; Cloud IP Survey 2016 (n=347)
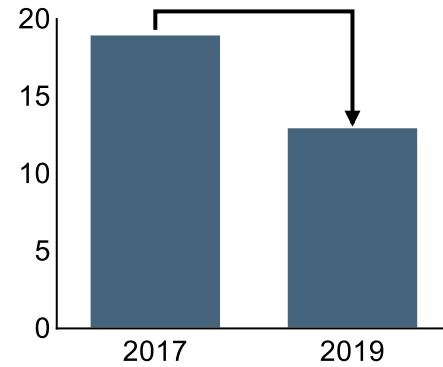
Deal sizes have decreased in the last 2 years
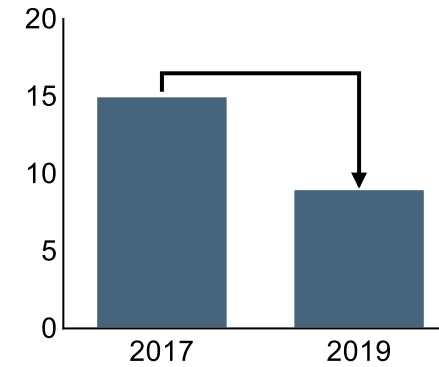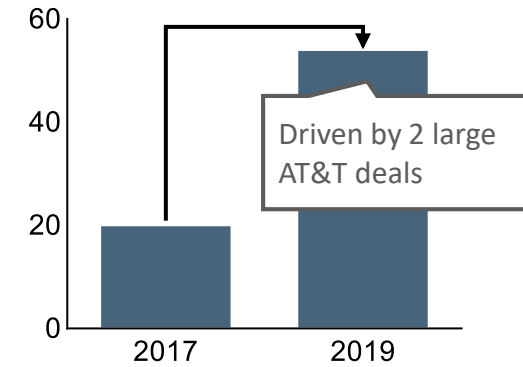
Overall

Avg. deal size (All verticals, $M)

Note: TCV of services only considered (No products)
Source: IDC Deals database
Source : Bain & Company

BFS

Avg. deal size (BFS, $M)

CPG

Avg. deal size (CPG, $M)

Insurance

Avg. deal size (Insurance, $M)

Manufacturing

Avg. deal size (Mfg, $M)

Communications & Media

Avg. deal size (Comm & Media, $M)

Driven by 2 large AT&T deals
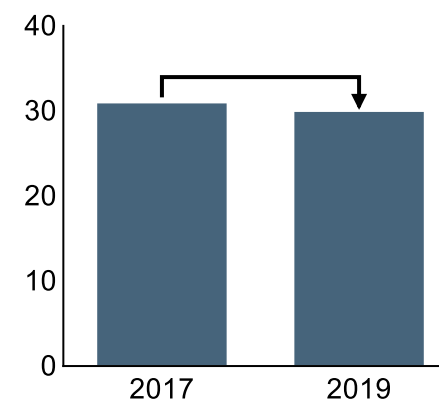
Healthcare

Avg. deal size (HC, $M)

Driven by 4 large deals in US

Shift in Technology Consumption

Global ITS market
US$ billion

~2% CAGR

CAGR (2018-22E)

2018	2019 (E)	2020 (E)	2021 (E)	2022 (E)
539	553	561	571	582

- Global IT services: 1.7%
- Digital: 16.4%
- Legacy: -3.0%
- Applications: 1.9%
- Infrastructure: 1.5%
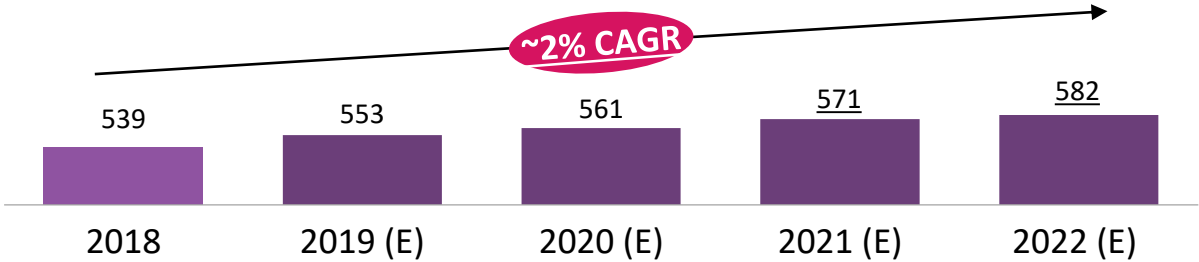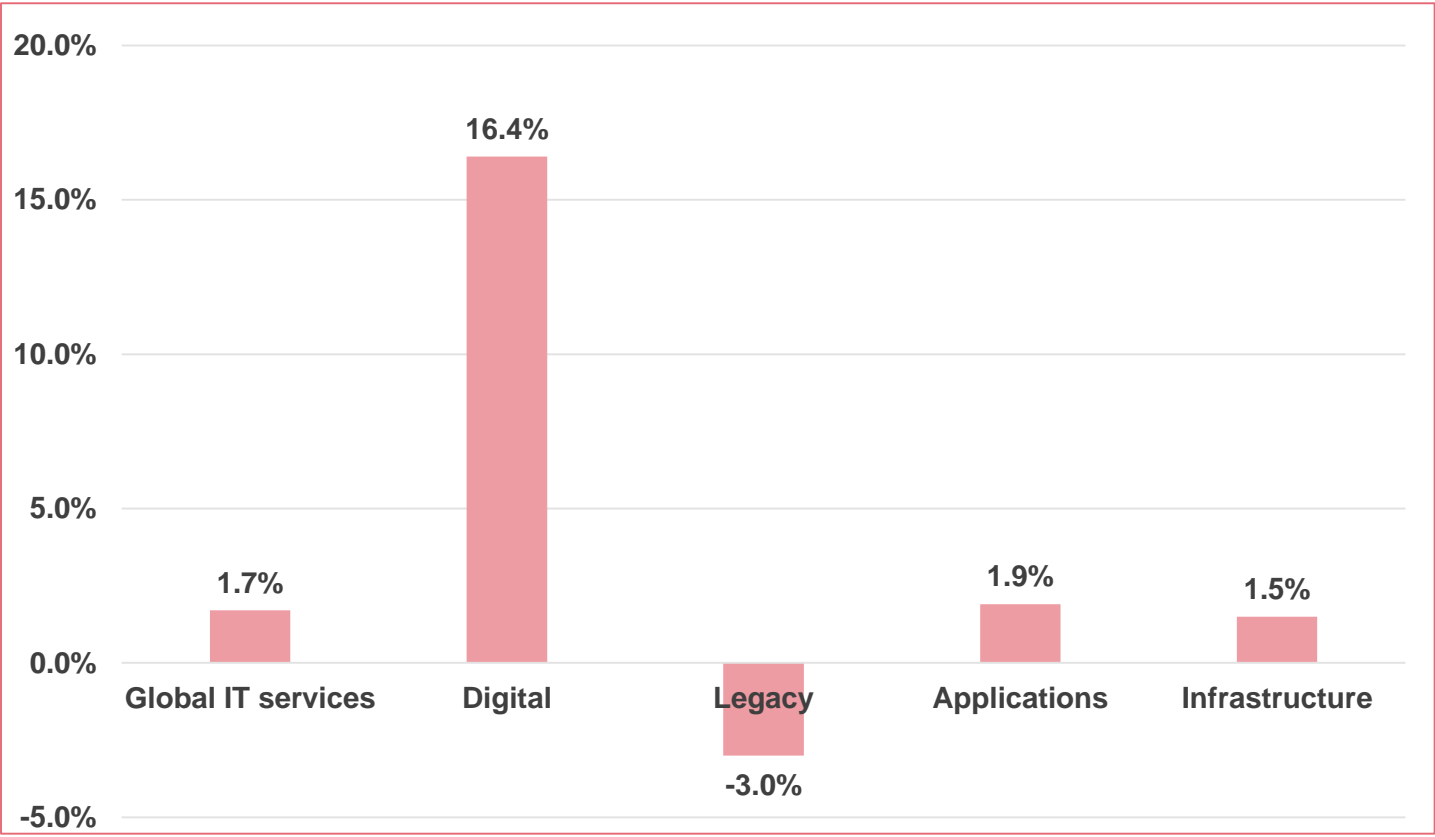
Source: Everest Group (2019)

Emerging technologies in early innings of scale deployment by mainstream IT organizations

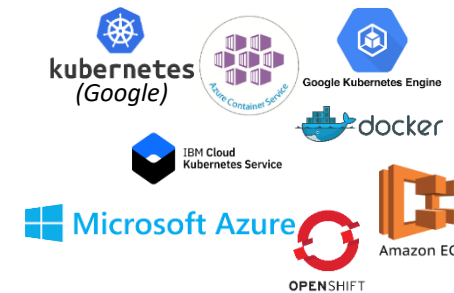|	**Physical servers**	**VMs & IaaS**	**Containers & CaaS**	**Serverless Computing & FaaS**
Definition	• **A physical computer** (hardware) on which an OS (e.g., Windows, Linux) runs • Require a separate space in he server rack	• VM technology allows a **piece of HW to be split up into different virtualized machines** • Infrastructure-as-a-service **(IaaS)** is a form of cloud computing that **provides virtualized computing resources over the internet**	• **Containers virtualize the OS**, splitting it up into virtualized compartments to run container applications • CaaS is a managed container service that simplifies the deployment of container technology	• Serverless computing enables to build and run apps with no **server management requirements** • **FaaS platforms** allow developers to deploy an individual "function" (piece of app code) on a 3rd-party infrastructure
Cloud vendor examples		amazon web services IBM Cloud Microsoft Azure Google Cloud Platform	kubernetes *(Google)* Azure Container Service Google Kubernetes Engine docker IBM Cloud Kubernetes Service Microsoft Azure Amazon ECS OPENSHIFT	Amazon Lambda OpenWhisk Google Cloud Functions Azure Functions kubernetes *(Google)* Microsoft Azure

Source: Gartner; CNCF; Industry participant interviews; Lit. search
Source : Bain & Company

These new technologies will reconfigure the IT stack and further disrupt profit pools

Next Gen stack

Greater share of profit pool
Lower share of profit pool
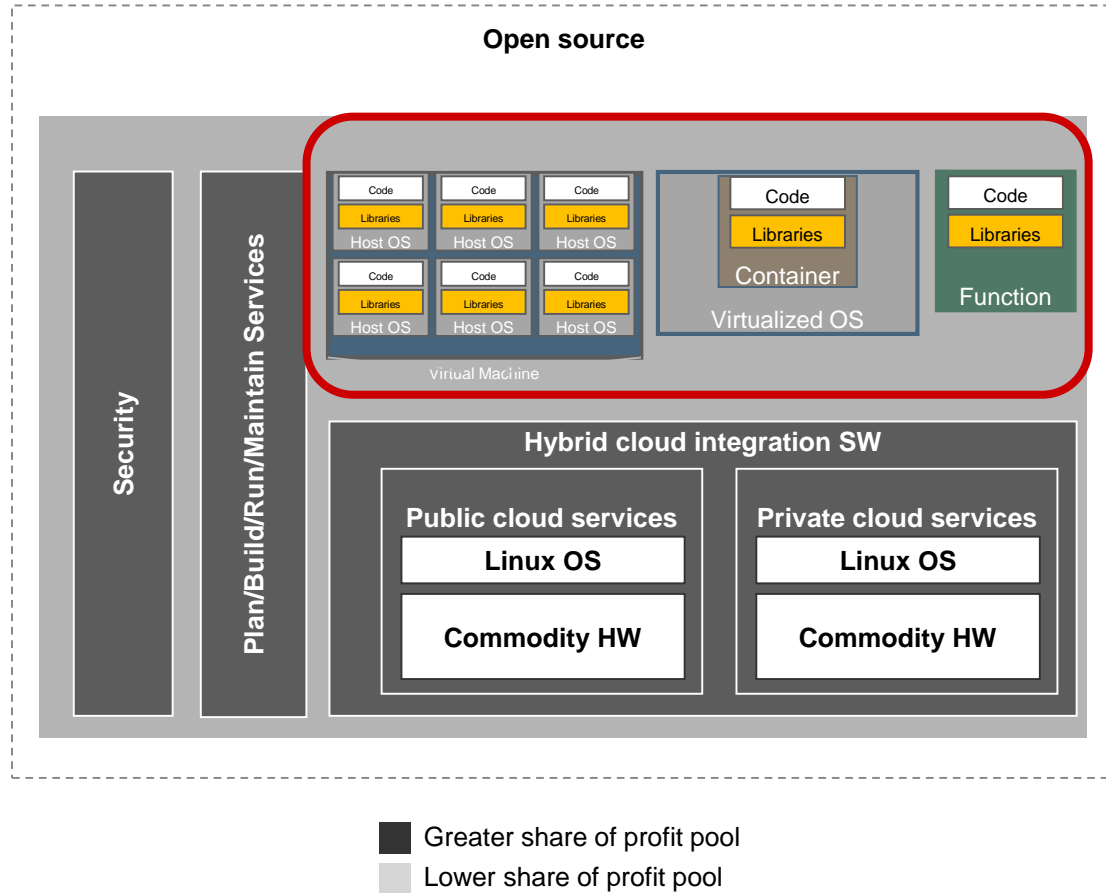
Commentary

Profit pools in infrastructure **HW and OS** are being **hollowed out**

Hyperscale cloud players are **capturing profits from commodity infrastructure** and OS layers

Hybrid Multi Cloud Services gaining traction
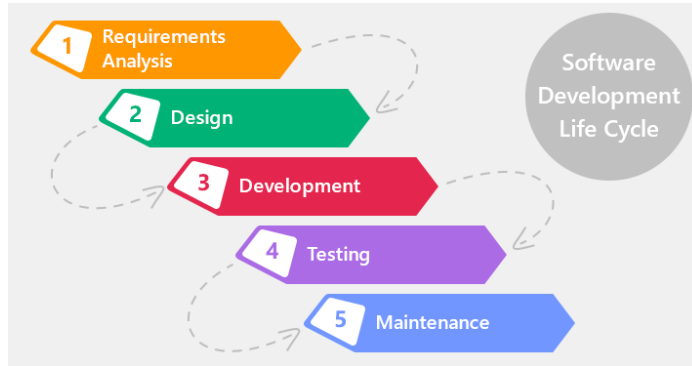
Open source is commoditizing middleware layer, with few exceptions (virtualization, security)

Profit pools are migrating to services and applications

Source: Industry participant interviews; Bain IP
Source : Bain & Company

The Process for Building and Delivering Business Capabilities is Changing
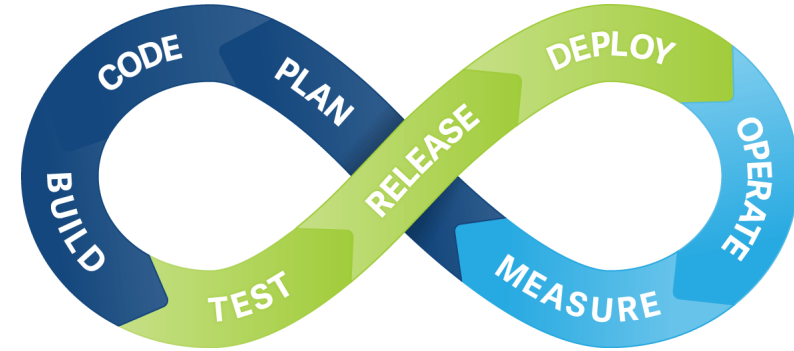
Traditional Waterfall Methodology

- Underlying tech for development is changing
- Testing, Maintenance and Monitoring was **manual**
- **Separate teams** for each part of the dev cycle – delivery was **primarily offshore** and **resource based**

DEVOPS Approach

- Critical to enhance **next-gen dev capabilities – containerization (Docker, Kubernetes), CaaS and FaaS (Amazon Web Services Lambda)**
- Testing, Maintenance and monitoring is **automated and tool based**
- **Single team** for the entire cycle – great share of delivery will be **onshore/ nearshore** and in **PODS (cross stacked)**

DEVOPS High Performer Impact*

46x
more frequent code deployment

96x
faster mean time to recover (MTTR)

440x
faster lead time from commit to deploy

5x
lower change failure rate
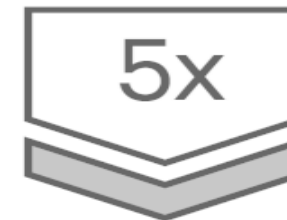
Trad enterprises have 1-2 releases a year, while company like Netflix release code multiple times a day

*State of DevOps report-Puppet

Industries are in Different Stages of Digital Adoption

Laggards

Followers

Leaders

Innovators
(Disrupted)

Construction

Mining

Energy & Utilities

Providers

Mfg.

Payer

Life Insurance

Consumer Products

Travel & Logistics

P&C Insurance

BFS

Retail

Telco

Tech

Media
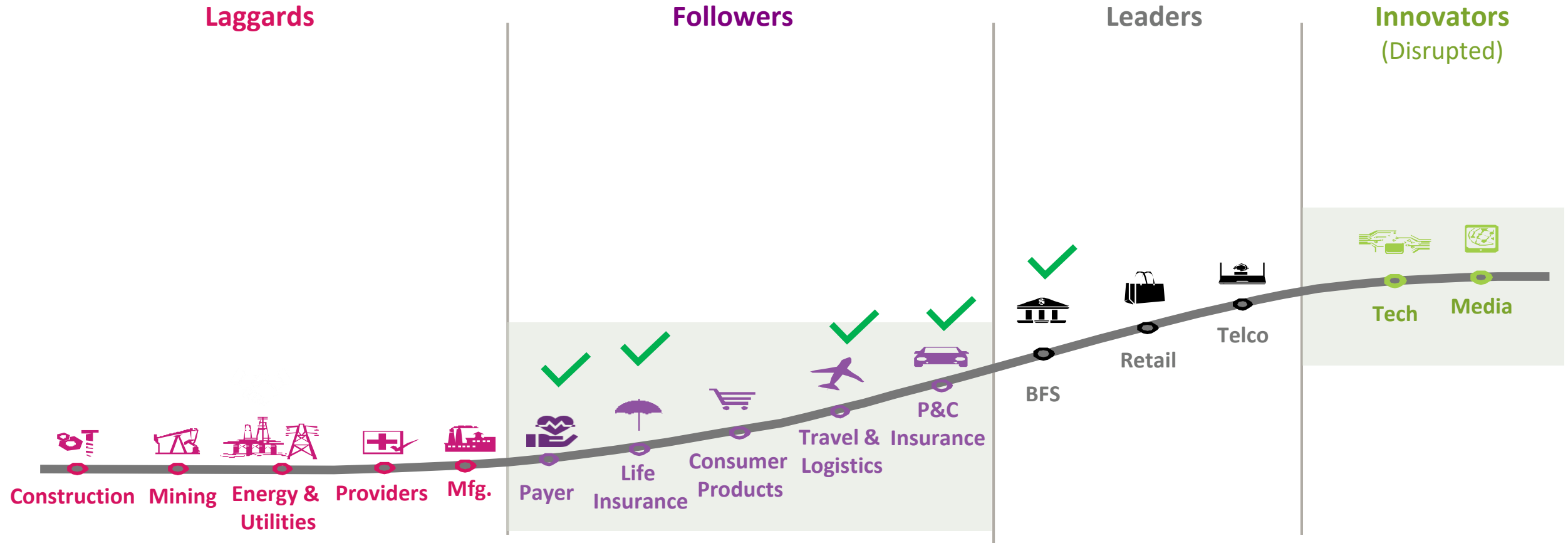
Key trends leading to Mphasis Strategy

Cloud

Agile
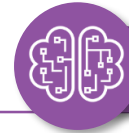- Need for Agility driven by Enterprise Consumption of Tech on demand & on cloud

DevOps
- Trad enterprises have 1-2 releases a year, while company like Netflix release code multiple times a day

Platforms
- Cloud Platform Cos. are accelerating the disruption of service lines

Cognitive

Intelligent Automation
- Automation has expanded beyond the use of set tools.
- AI/ML+ RPA is enabling new tech-led approaches to business problems

Reinvent Traditional IT
- Traditional services like AMS, IMS are undergoing disruption as companies are moving to reinvent themselves and compete in future

Data

Data acting as the **key differentiator** in the marketplace . The power of Cloud and Cognitive is being leveraged through changes made to the intelligence layer; reusing the current core systems.

- **Iterative implementations**, **leveraging reference architecture**
  - Lower marginal cost, faster RoI

- **Non-invasive surgery**
  - Leverage System of Record but not operate on it

Two Stronghold Pillars of Mphasis Strategy

Mphasis 'F2B' Transformation™

Drivers

- Speed & Agility
- Customer led Hyper Personalization

Customer / Stakeholder → Engagement Layer → Intelligence Layer (Microservices and APIs) → Core Systems
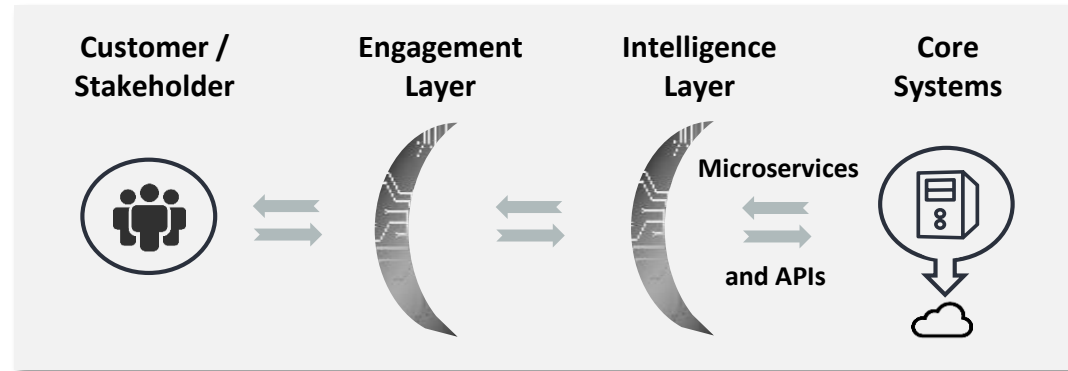
Outcomes

- Right Sized Transformations
- Shrinking the Core
- Reference Architecture
- Innovation

Mphasis Service Transformation

Drivers

- Zero Cost transformation to fund 'change the business'
- Tech Debt Reduction

~45-65% Savings

Current Cost of Operations | Standardize | Optimize | Automate | Traditional Savings | Cognitive | Cloud | Run rate Savings

Traditional mode
People / Process / Technology

$X2C^2$
Cloud and Cognitive
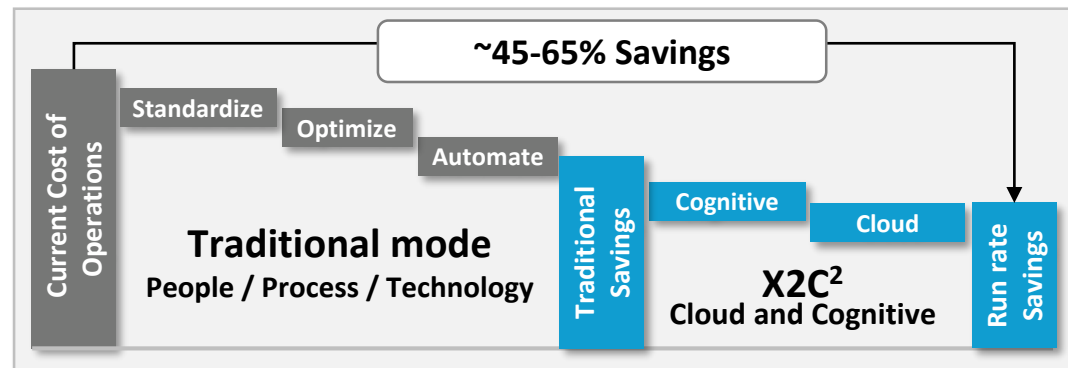
Outcomes

- Risk, cost and error reduction
- Speed and agility improvements
- Throughput improvements

Our Numbers tell the Story: Consistency and Transformation

Company Revenue in USD M (gross)
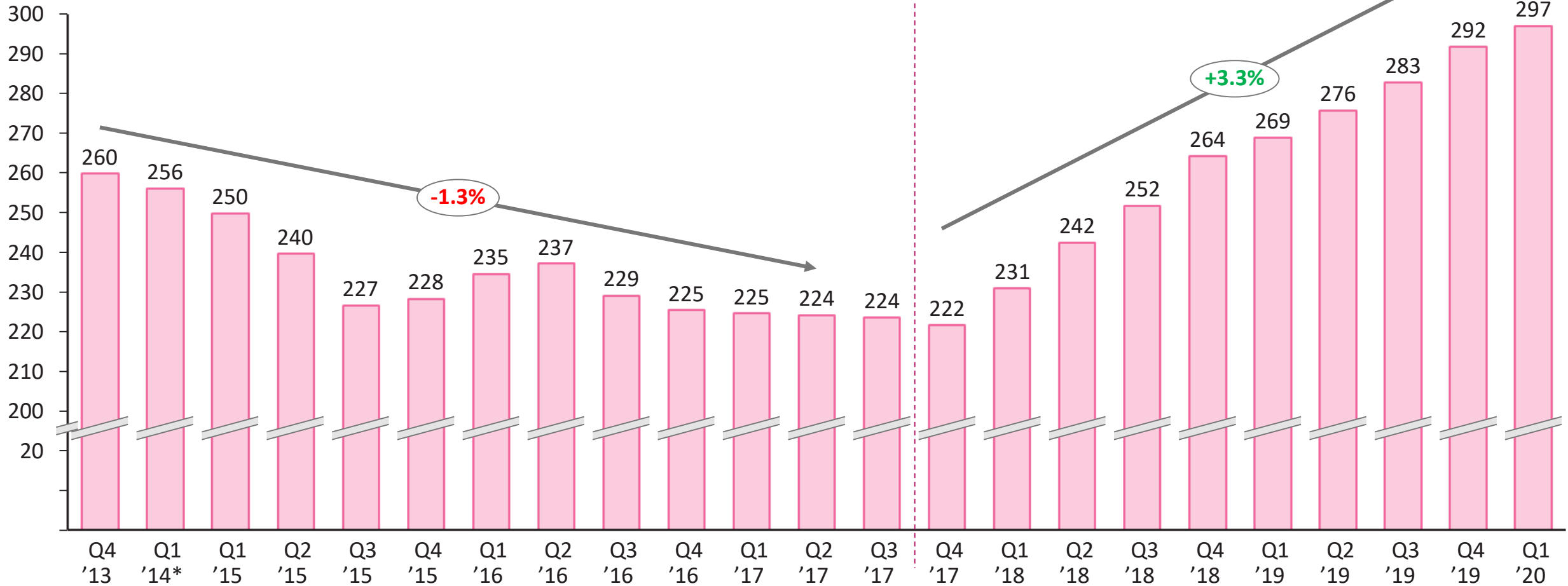
Our Investments in Talent and New Gen service capabilities coupled with strong "Client Centric" organization delivering strong results...........

* Transition Year 5 months adj.   *# Growth % in CC Terms & Revenue reported is in USD @ Avg USD INR Ex. Rates*

Accelerated Growth in Our Primary Engine: Direct Core Business

17.2% in CC

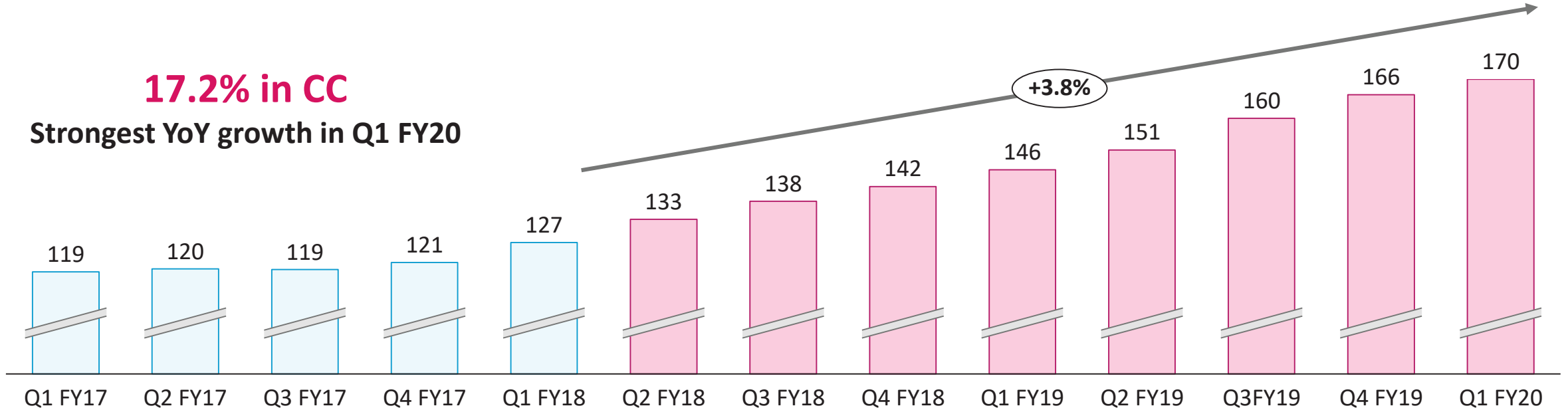**Strongest YoY growth in Q1 FY20**

+3.8%

Q1 FY17	Q2 FY17	Q3 FY17	Q4 FY17	Q1 FY18	Q2 FY18	Q3 FY18	Q4 FY18	Q1 FY19	Q2 FY19	Q3FY19	Q4 FY19	Q1 FY20
119	120	119	121	127	133	138	142	146	151	160	166	170

CQGR % is in CC. Revenue reported is in USD @ Avg USD INR Ex. Rates

Consistency: Growth across the Board

Year on Year Revenue Growth

	FY17	FY18	FY19
Total	**10.4%**	**11.7%**	**16.3%**
Blackstone		3.5%	3.0%
Strategic & New Clients	10.4%	8.2%	13.3%

Legend: ■ Strategic & New Clients ■ Blackstone
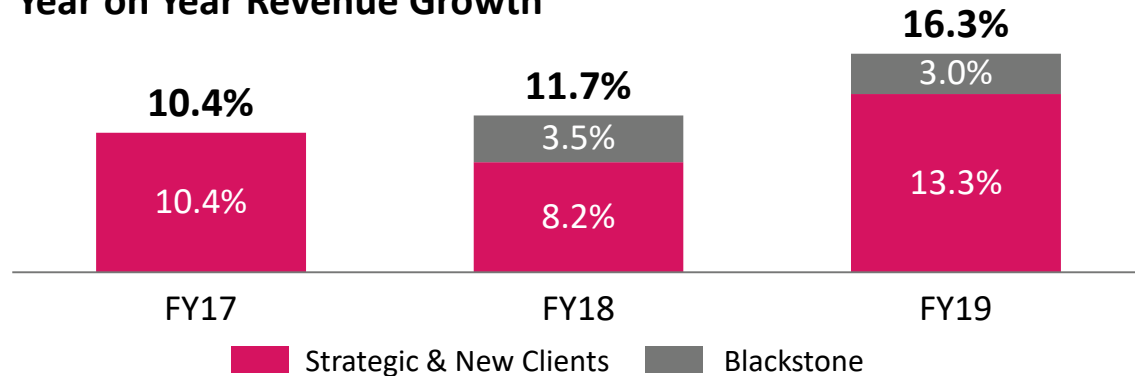
- 3 of the Top 5 strategic accounts grew at >20% Y-o-Y in FY'19
- >80% of deals won came from new gen areas in FY'19
- FY'19: New Client Acq grew ~91% and Blackstone accounts grew ~98%
- Q1'20: New Client Acq grew ~104% YoY and Blackstone accounts grew ~55% YoY

Consistency: Direct growth fueled by New Gen Services

New Gen Areas Dominate New Wins

Direct TCV Wins (USD M)

47.6%

	FY-17	FY-18	FY-19
Total	366	551	616
New Gen	222	457	483
Traditional	144	94	133

Significant Revenue Growth in New Gen Services

Direct Core Revenue (USD M*)
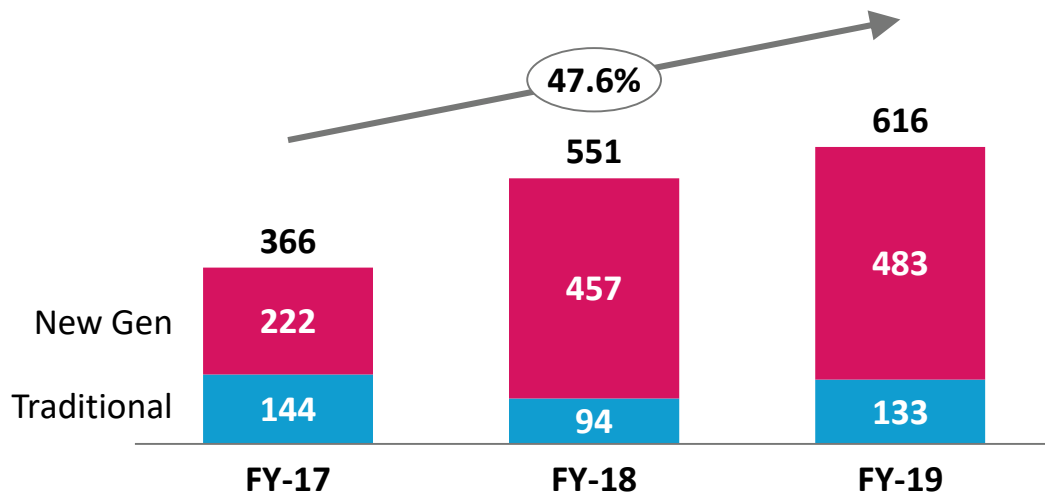
36.3%

% New Gen CAGR

	FY-17	FY-18	FY-19
Total	479	539	623
New Gen	32.1%	39.7%	45.9%
Traditional	67.9%	60.3%	54.1%
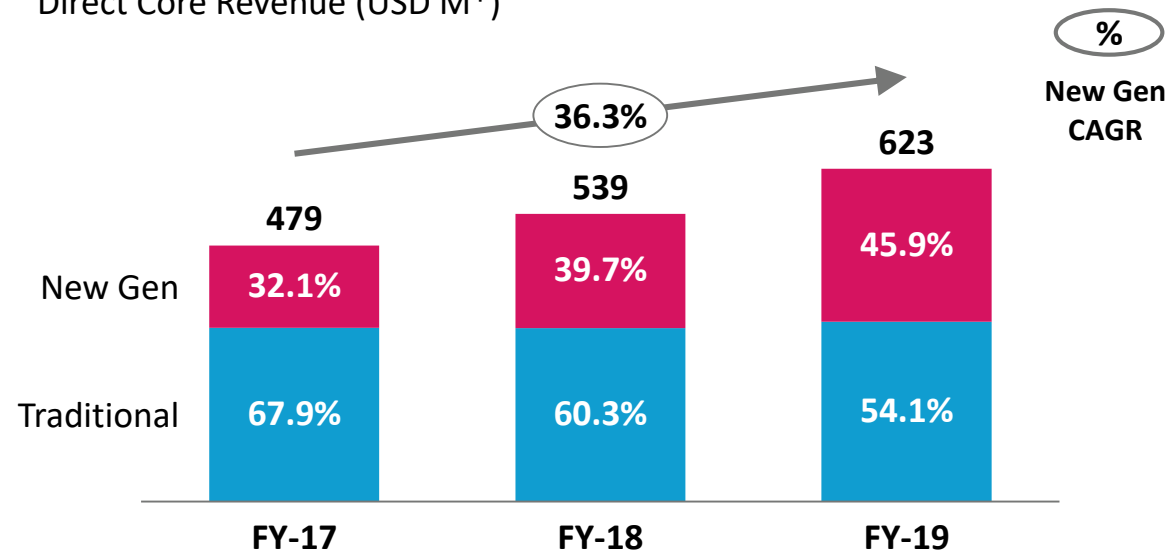
Next Gen Partnerships help grow New Gen Services

TCV with Partner Collaboration

30%

Partner led Deal Wins

70+

Start Up PartnerS

25+

- Stelligent acquisition jump-started **AWS** partnership
- Gold Partner of **Microsoft Azure** for Cloud App Dev
- Development and GTM Partner of **Google Cloud Platform**
- Top Partner for **Pivotal**

Revenue reported is in USD @ Avg USD INR Ex. Rates

Optimal Corporate Strategy – Focused on Bringing 'T' back into IT

Hyper personalized Next Gen Solutions bring together Deep Domain Expertise and Cutting-Edge Technology

Deep **Domain** Expertise

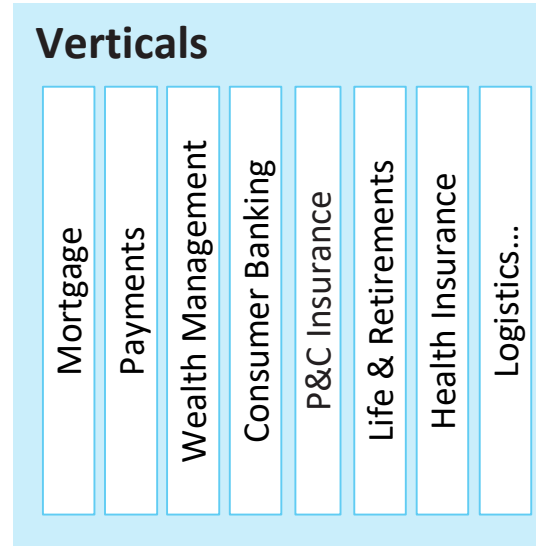- Long tenured preferred relationship with **marquee customers**
  - Working with **8 of the Top-10** US banks, **5 of the Top-10** European Banks by market cap
  - 70+% of Mphasis' domain specialists are high caliber financial services experts
  - Top 15 Direct International clients have a weighted average relationship tenor of ~15 years

Deep **Technology** Expertise

- **NextStep™ Platform** – Mphasis IP Platform
- **NextLabs –** in Cloud AI & Cognitive Innovation Lab
- **Sparkle Program** – Startup Innovation Ecosystem

Verticals

Mortgage	Payments	Wealth Management	Consumer Banking	P&C Insurance	Life & Retirements	Health Insurance	Logistics...

Powered by Cloud & Cognitive

Our Offerings Our Heroes

DevOps	Next Gen App Dev
Next Gen Data	Modernization
Enterprise Automation	Cyber Security
AMS	IMS

Become truly world class in chosen offerings

We are preparing for a vastly different future

	Past	Today / Future
1. Next Gen Portfolio / IP	• Application IDEs • Dev ops tools • QA Automation tools	• Cloud Sandbox • Auto Code generators • Microservices
2. Client Engagement	• Decisions mostly taken by IT • RFP driven Sale Process • Staff augmentation	• Decision taken by business and IT • Outcome based structure • KPI Driven / new commercial models
3. Talent Transformation	• BAs, App architects • Developers in different layers • QA and deployment teams	• Designers • Full stack developers • SRE engineers

Continue to Invest in Next Gen Capabilities

Next Labs – Cognitive & AI

- DeepInsights™
- HyperGraf™ (Customer 360 Analytics)
- InfraGraf® (Predictive Maintenance)
- NEXT Angles

NextSTEP™ Platform

- Integrated Tool Chains
- Delivery Accelerators
- Agile/DevOps Accelerators
- RPA & Zero-touch Automation
- Cognitive & ML
- Best Practices & Frameworks

Mphasis Technology Council

- CEO – Strategic Guidance
- Mphasis Technology Council (MTC) – thought leadership & Guidance
- Mphasis Architect Community (MAC) – sharing & building
- Mphasis Architect Academy (MAA for growth and development)

Domain Teams

- Deep expertise in chosen sub-verticals
- Domain-led solutions and capabilities built on years of working with Marquee customers
- Early customer engagement to proactively solve their business problems

Digital

- Delivers chunks of business value fast (KPIs)
- Smart introduction of disruptive technology
- Reference architecture based transformation

Service Transformation

- NEXT Step™ - Approach to OPTIMIZE THE RUN in applications, infra and business operations
- Delivers User Experience, Modernization, Improved Cost of run, and productivity
- Consumption-based commercial models

The Aiconics — Winner – Best Application of Artificial Intelligence (AI) for Financial Services

STRATUS 2018 AWARD — Stratus Awards for Cloud Computing' in the AI category

EXPRESS IT AWARDS

Paragon 2017 Awards

New Client Wins have fueled growth in Direct Core

YoY (%) Revenue Growth

+105.3%

	Q4 '17	Q1 '18	Q2 '18	Q3 '18	Q4 '18	Q1 '19	Q2 '19	Q3 '19	Q4 '19	Q1 '20
New Clients Added		7	3	4	4	7	5	18	19	12
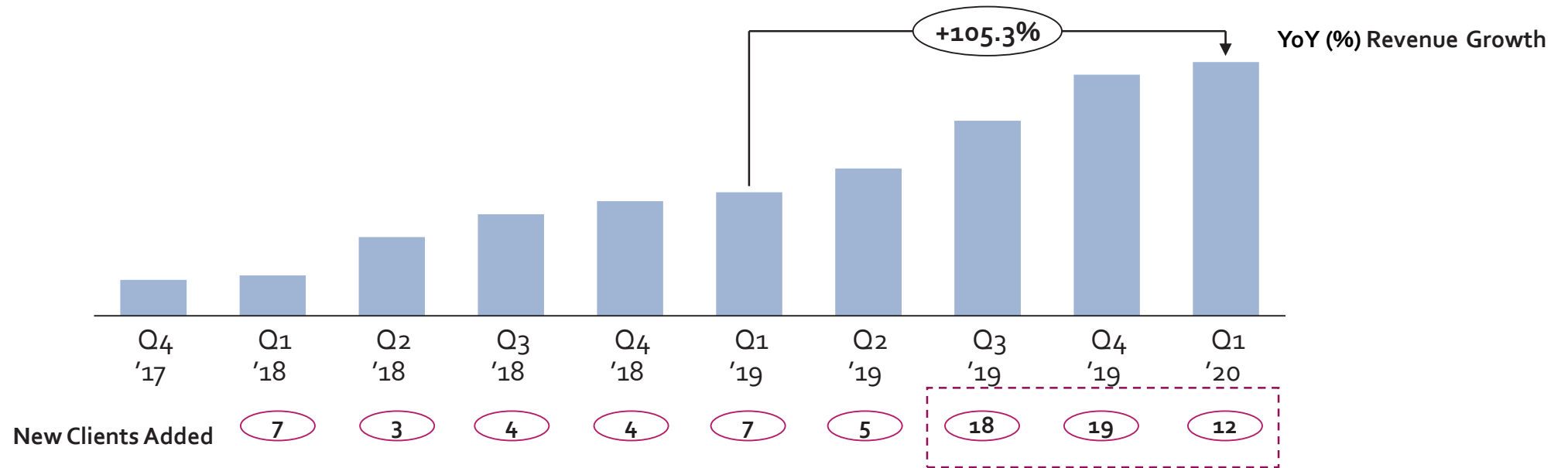
- **There are no mature markets...**

- **Offerings the real HERO – Differentiation is Key**

FY19 New Gen TCV Wins – By Tribes – DC

(In $M)
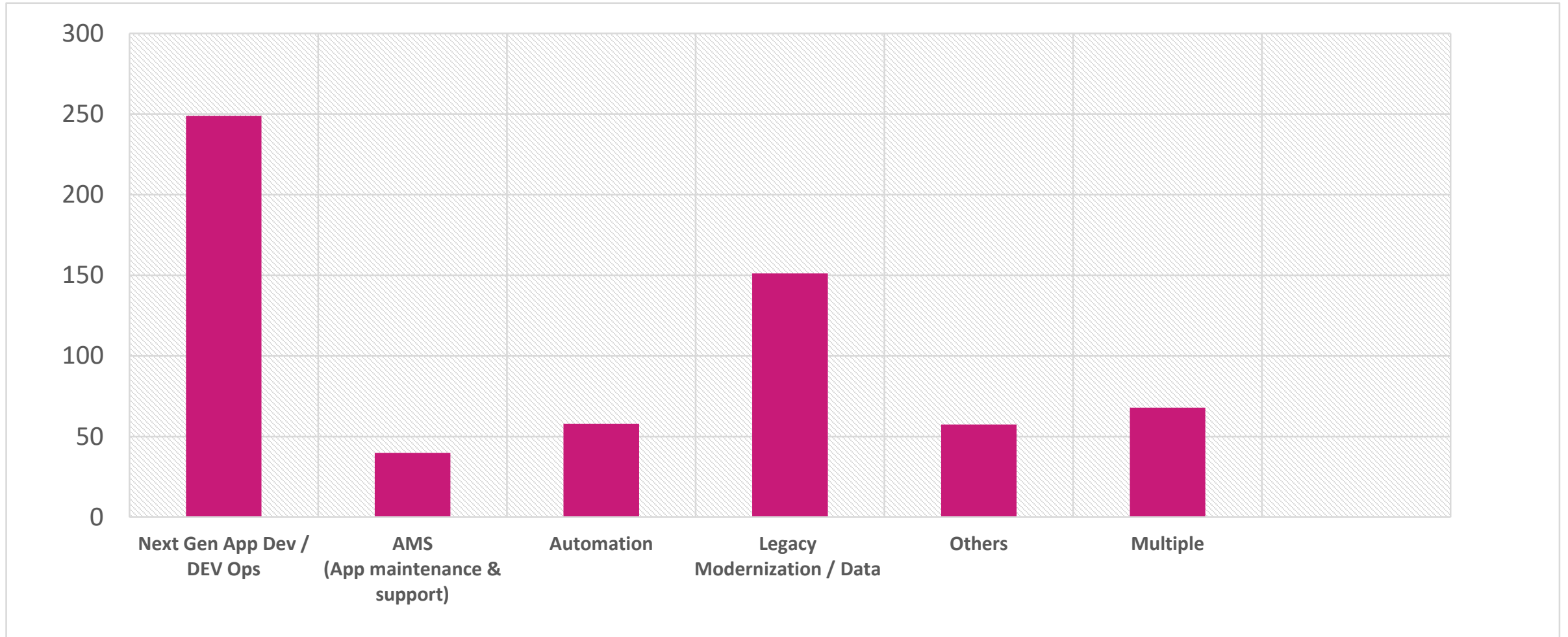
DXC-Mphasis Relationship Transformation

FY16

Predominantly IS, in Americas

FY17

From **Supplier** to **Partner**

Traditional Outsourcing

FY18

Managed Services

Apps to Cloud solution partner working with DXC Client Facing teams

Strategic Solutions Partner : Apps to Cloud

Solution Partnership: Apps to Cloud, Legacy Modernization

FY19

From **Traditional Outsourcer** to **Service Transformation Partner**

Value-Added Transformation Partner

Traditional Outsourcing <30%

Service Transformation	Apps Services GTM

FY19

Outsourcing

Solution Partner

DMX – DXC Apps GTM

FY20 & Beyond

Diversified Geo [Americas, Europe / UKI, APAC]

Joint-GTM for Application Services for **DXC Clients**

DXC-HP Channel Business Transformation

Revenue Trend over last 17 qtrs. in USD M

Revenue values by quarter:
- Q1-16: 67.4
- Q2-16: 62.9
- Q3-16: 55.4
- Q4-16: 54.7
- Q1-17: 52.5
- Q2-17: 53.5
- Q3-17: 53.8
- Q4-17: 54.0
- Q1-18: 59.6
- Q2-18: 63.4
- Q3-18: 65.5
- Q4-18: 71.4
- Q1-19: 73.5
- Q2-19: 77.9
- Q3-19: 82.3
- Q4-19: 82.8
- Q1-20: 84.4

Trend annotations: -3.1% (declining), 5.1% (increasing)

Business Shift

	Q4'17	Q4'18	Q1'20
App Services GTM / Solution Partner		7%	16%
Service Transformation		35%	60%
Outsourcing	100%	58%	24%
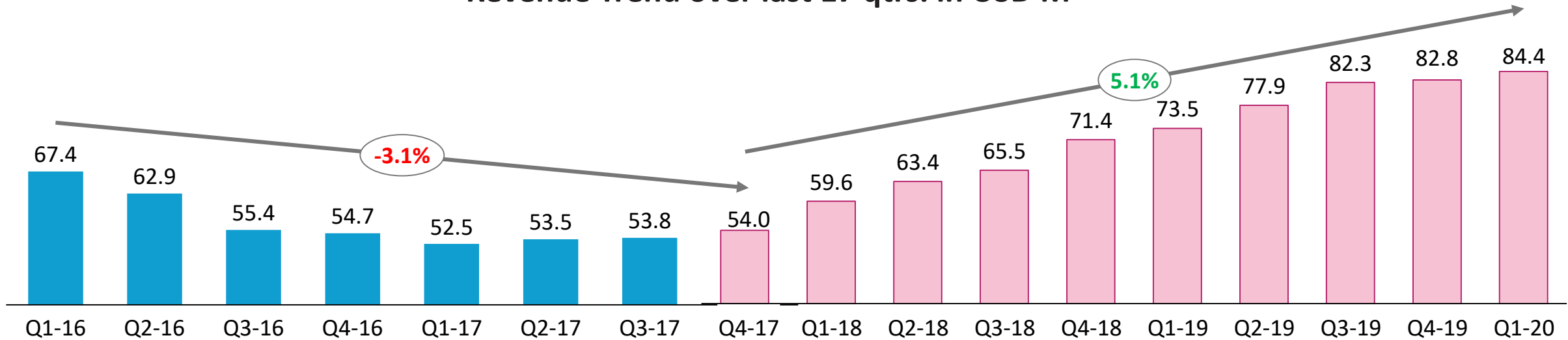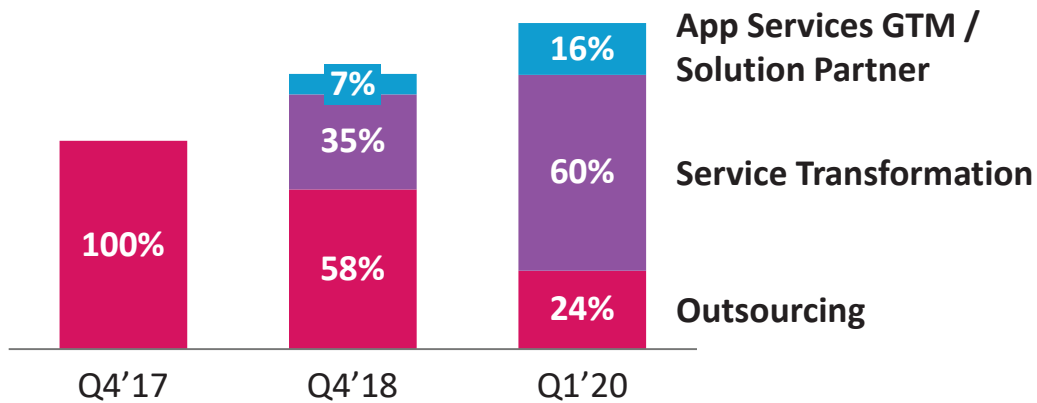
Geographical Penetration

	Q4'17	Q4'18	Q1'20
RoW – Europe / UKI, APAC	9%	13%	30%
Americas	91%	87%	70%

Industry Analysts and Influencers too are Recognizing this…

Based on 60+ mentions by Analyst firms in there research over the last 15 months
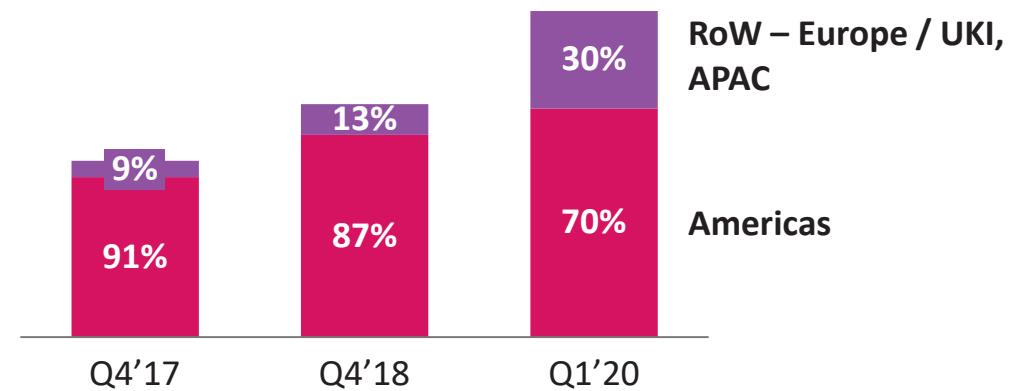
Mphasis – an end to end Applied Tech Company

Front2Back™ (F2B) Transformation

ENGAGEMENT LAYER

INTELLIGENCE LAYER

CORE SYSTEMS

APPIFICATION

PROCESS & ENTERPRISE CONTEXT

MICROSERVICES

ANY DEVICE

DATA & ANALYTICS

Digital IT Services

IT and Operations

New Age Digital Agencies

Traditional IT Providers

CUSTOMERS/ STAKEHOLDERS

SOCIAL

UX

SENTIMENT ANALYSIS

AR/VR

APIS

COGNITIVE

Mphasis
The Next Applied
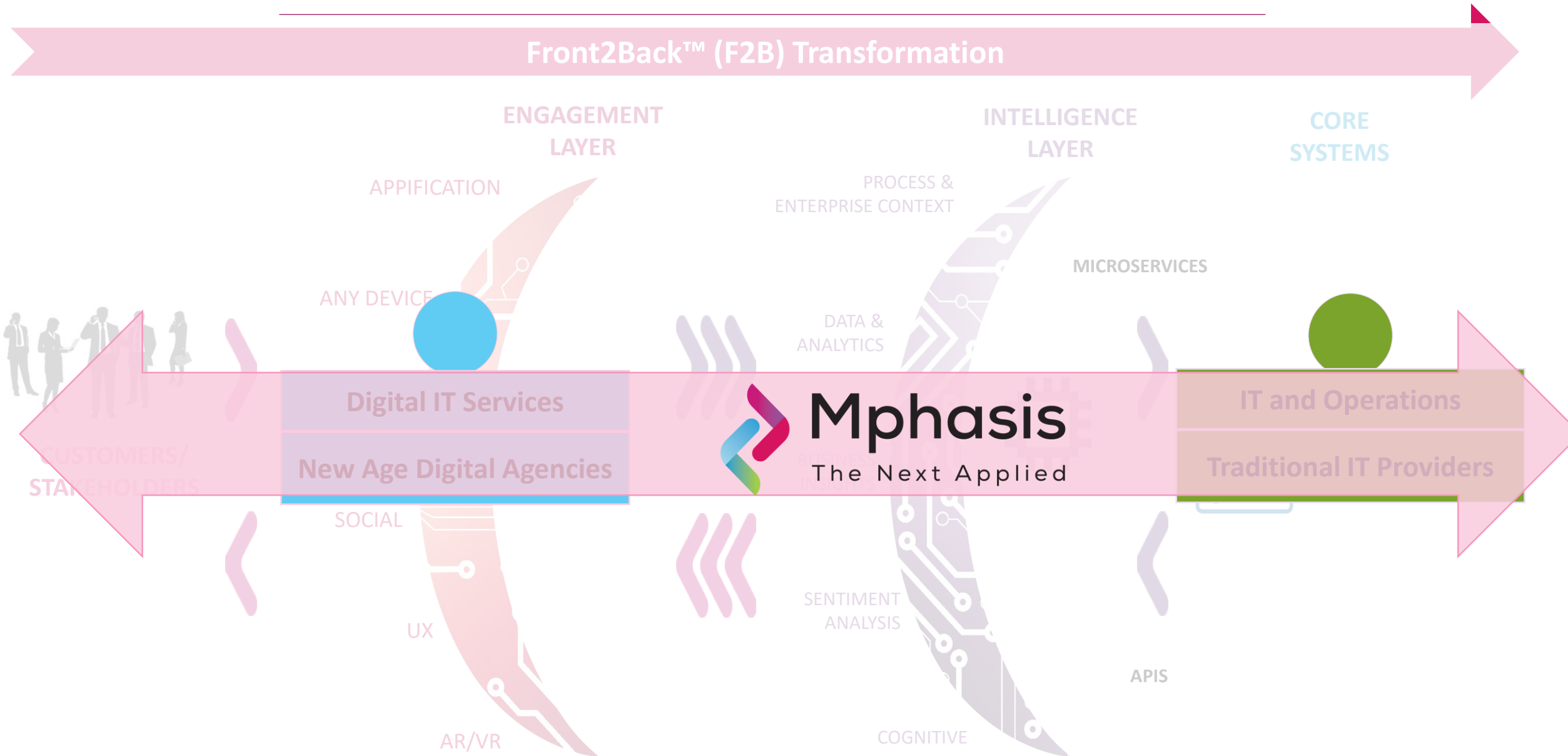
2020 and Beyond...

1. **Accelerate Direct Core :** Consistently outgrow the market
    - Farming Strategic Accounts
    - New Client Acquisition
    - Continue momentum in BX channel

2. **Strategic Partnership with DXC/HP :** Continuous transformation in relationship
    - Applications Partnership Growth
    - Expand Vertical and Geographic Footprint
    - Increase Service Transformation Participation

3. Continued focus on **Margin optimization** to **fuel Growth (EBIT 15.5%-17% post Q1FY20)**

4. Investment Capability building : Talent Next, Next Labs and inorganic tuck-ins

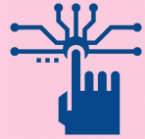5. **Strong Cash flow Generation** and **Optimal Cash Strategy** to maximize shareholder value

Direct Growth: Powered by Our Three Pillars

1 — **Leading with Next Gen Portfolio**
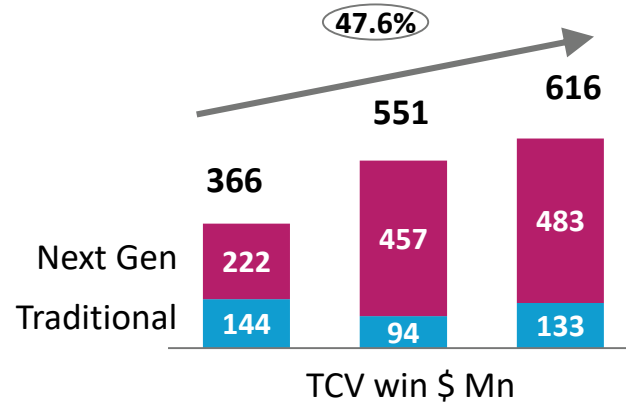
2 — **Catching deals upstream, proactively**

3 — **Next Gen Engagement Model**

Pillar 1 chart

47.6%

TCV win $ Mn

	366	551	616
Next Gen	222	457	483
Traditional	144	94	133

- Bringing 'T' back into IT

Pillar 2 chart

Proactive | Reactive

TCV Won — 84% | 16% — 616 Mn

*In proactive pursuits with next gen solutions, win rate is **49%***
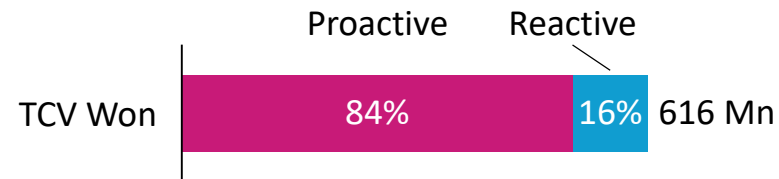
- Institutionalized early engagement sales process and robust account planning

Pillar 3

Organized As Tribes/ Squads - Cut Down Silos, Boost Agility And Innovation

- Design Thinking
- Solution Studio
- Next Lab/Next STEP™
- Sparkle
- Hackathons & POCs
- Talent Next

Our Next Gen Portfolios is driving Digital Transformation for Clients

DevOps: Ushering Speed, Extreme reliability, Security and TCO optimization through DevSecOps. Stelligent

Next Gen App Dev: *Enabling enterprises to become digital natives through "platformization" - delivering business capabilities not just applications*

Next Gen Data: Differentiated "Bi2Ai" approach to help enterprises realize the promise of data. Leverages host of next gen tech. data technologies

Modernization: *F2B™ modernization approach to transform enterprises saddled with legacy to innovate and thrive*

Enterprise Automation: Ensuring nimble and optimized operations for enterprises through *Cognitive automation*

Cybersecurity: Infusing AI to cyber security to help enterprises tackle the cyber threat. Leading with Identity & Access management

AMS: Next Gen AMS services that leverages Cognitive automation, DevSecOps, Zero QA, Zero Ops, Scaled agile to name a few to optimize IT run

IMS: Enabling a digital enterprise by building an intelligent and secure infrastructure & ops - Next gen data center & cloud, end user svcs, N/W & security ops

Our Next Gen Engagement Model is Bringing Agility and Innovation to Clients

Modernization Tribe

| Portfolio Dev | Deal Squad | Delivery Squad |

Account Chapter

Next Gen App Tribe

| Portfolio Dev | Deal Squad | Delivery Squad |

Account Chapter

DevOps Tribe

| Portfolio Dev | Deal Squad | Delivery Squad |

Account Chapter

Constant   *Dynamic Groups*
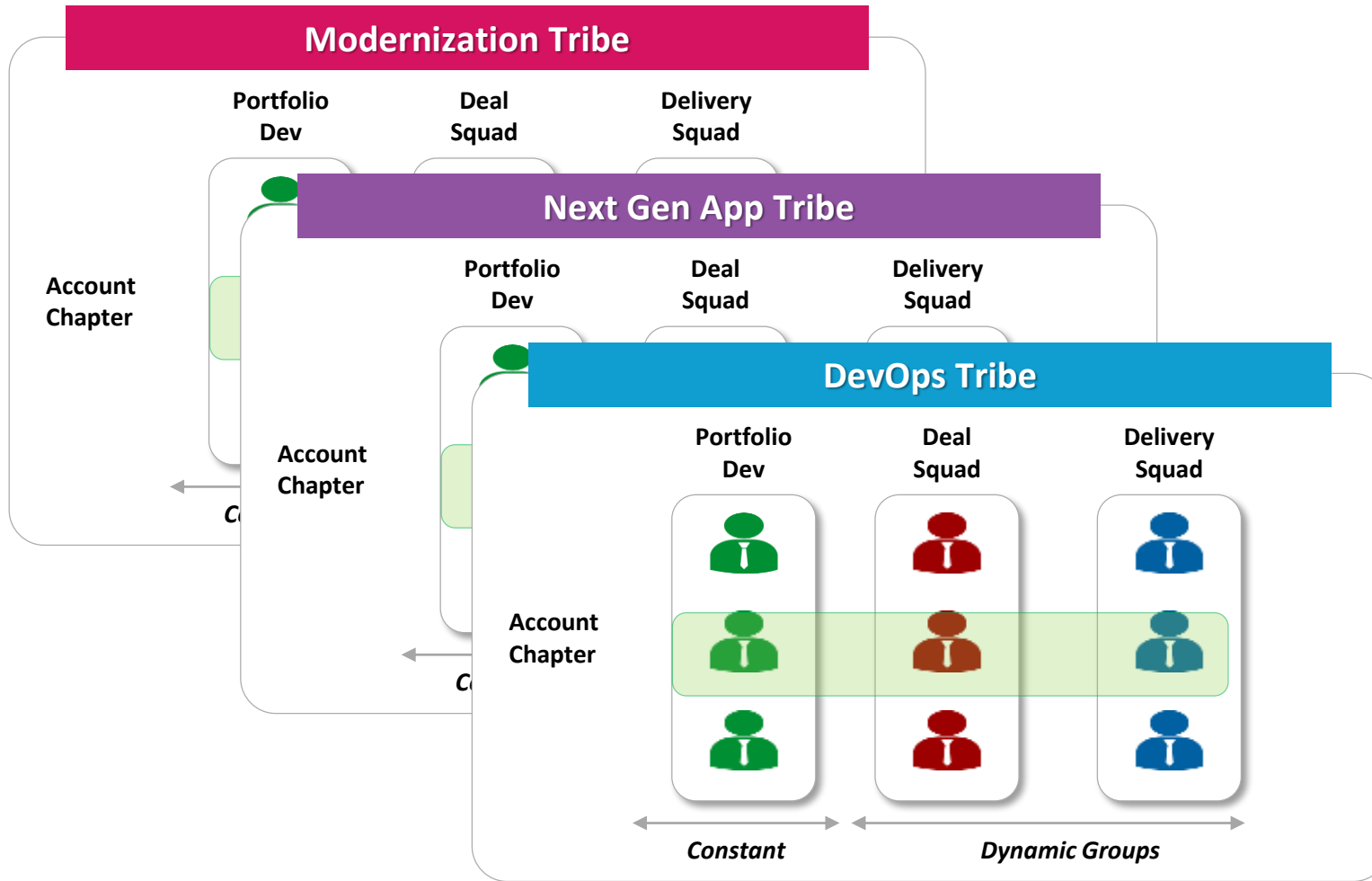
The Mphasis Way

- **Design Thinking Workshops**
- **Hackathons**
- **POC led Co-Innovation**
- **Solution Studio**
- **NextLabs™ & NextStep™**
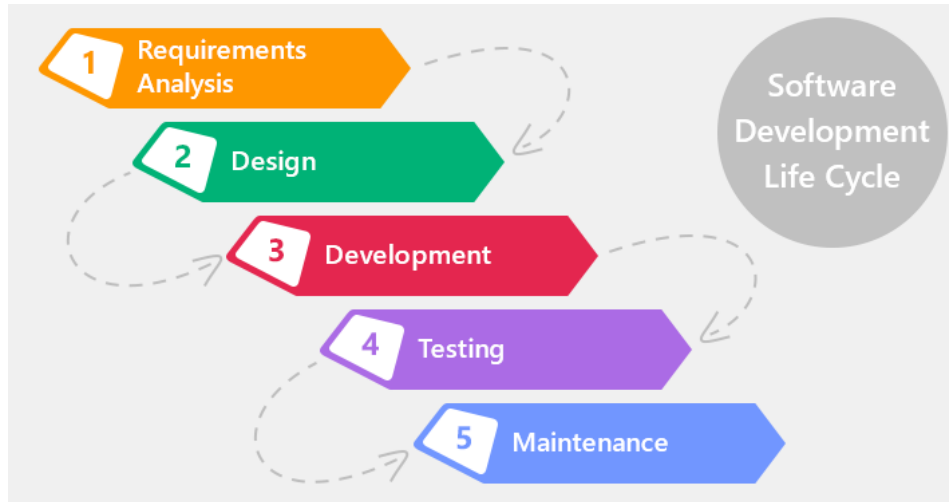- **Talent Program- TalentNEXT™**
- **Sparkle™**

Tribe: Cross functional Team, focused on developing, evolving and building next-gen offerings
Squad: Each portfolio Tribe (Mod., DevOps...) has cross-functional **Squads** that come together to build and deliver specific offerings using **Agile** methodologies

DevOps: The Process for Building and Delivering Business Capabilities is Changing

Traditional Waterfall Methodology

1. Requirements Analysis
2. Design
3. Development
4. Testing
5. Maintenance

Software Development Life Cycle

DEVOPS Approach

PLAN — CODE — BUILD — TEST — RELEASE — DEPLOY — OPERATE — MEASURE
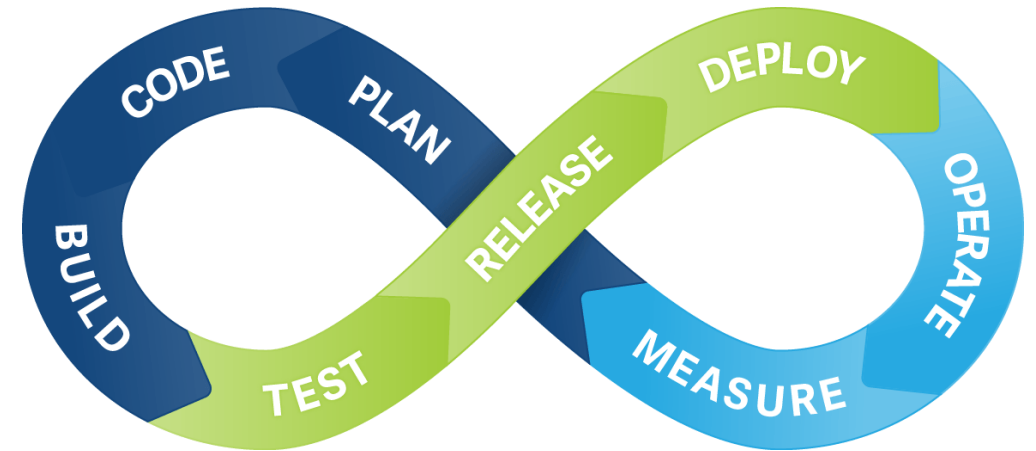
DEVOPS High Performer Impact*

46x more frequent code deployment

96x faster mean time to recover (MTTR)

440x faster lead time from commit to deploy
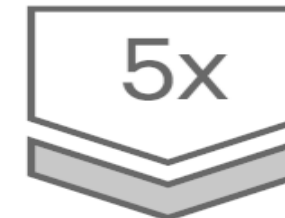
5x lower change failure rate

Trad enterprises have 1-2 releases a year, while company like Netflix release code multiple times a day

*State of DevOps report-Puppet

How we engage with our Clients

We **embed** with client teams, attend standups, interface with them daily

We aim for **one-click deployment** to give clients the ability to continuously deploy their software, when they want, with confidence
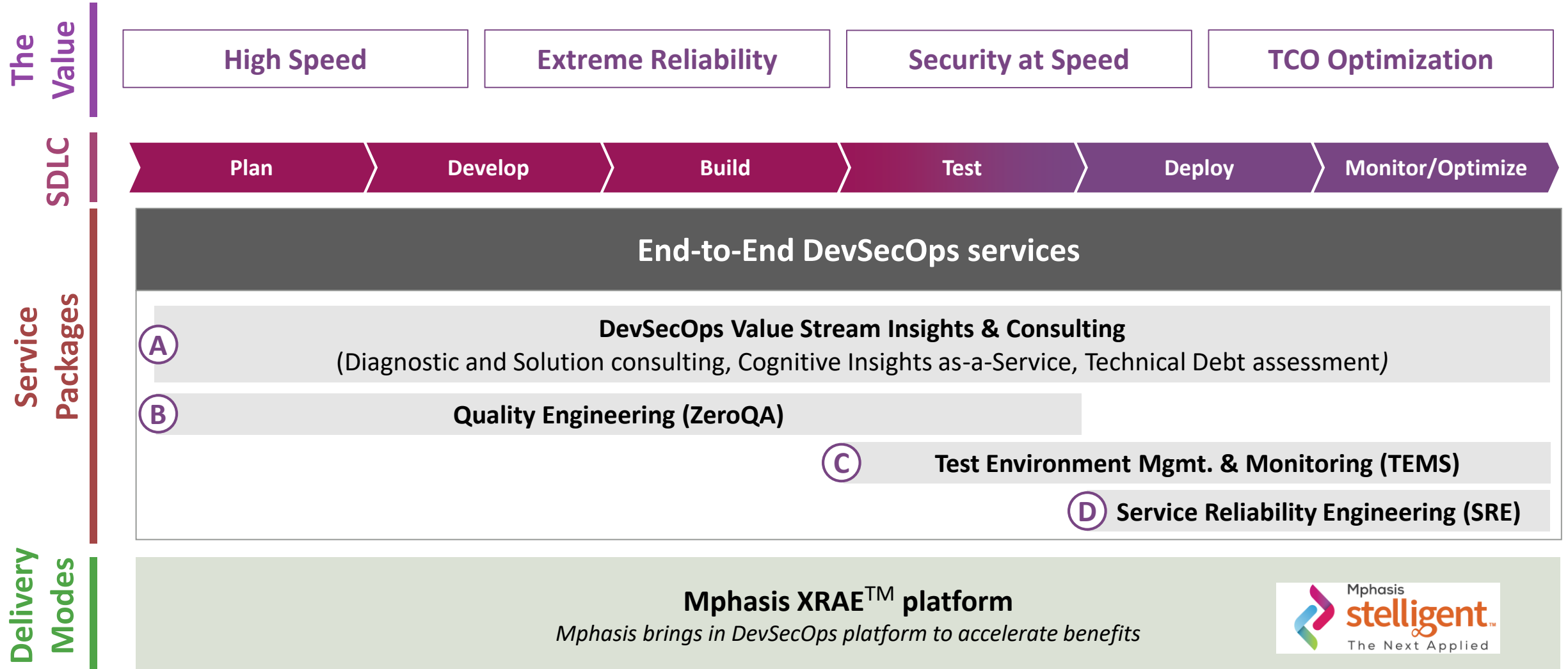
We strive to make our **clients self-sufficient**, through collaborative development and knowledge transfer.

We are driven by a desire for **automation**, a culture of constant improvement, and **excellence in delivery** of referenceable work

Mphasis XRAE™ – DevSecOps Solution on a Page

The Value

High Speed	Extreme Reliability	Security at Speed	TCO Optimization

SDLC

Plan → Develop → Build → Test → Deploy → Monitor/Optimize

Service Packages

End-to-End DevSecOps services

(A) **DevSecOps Value Stream Insights & Consulting**
(Diagnostic and Solution consulting, Cognitive Insights as-a-Service, Technical Debt assessment)

(B) **Quality Engineering (ZeroQA)**

(C) **Test Environment Mgmt. & Monitoring (TEMS)**

(D) **Service Reliability Engineering (SRE)**

Delivery Modes

Mphasis XRAE™ platform
Mphasis brings in DevSecOps platform to accelerate benefits

Mphasis stelligent™
The Next Applied

Client Story: Impact Metrics from a Leading Manufacturing Company

Getting Environments:
Decreased from a month to 30 mins
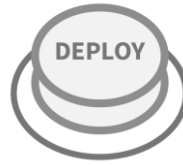
Deployment Time:
Reduced by 97%
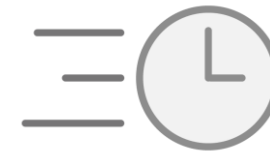
Process Workload Time:
Accelerated from 6 hours to 7 minutes

Cost of Processing Files:
Reduced by 99 percent

Product Deployments:
Surged from once a quarter to 200+ a week

Design Thinking/ Hackathons To Kickstart Transformation
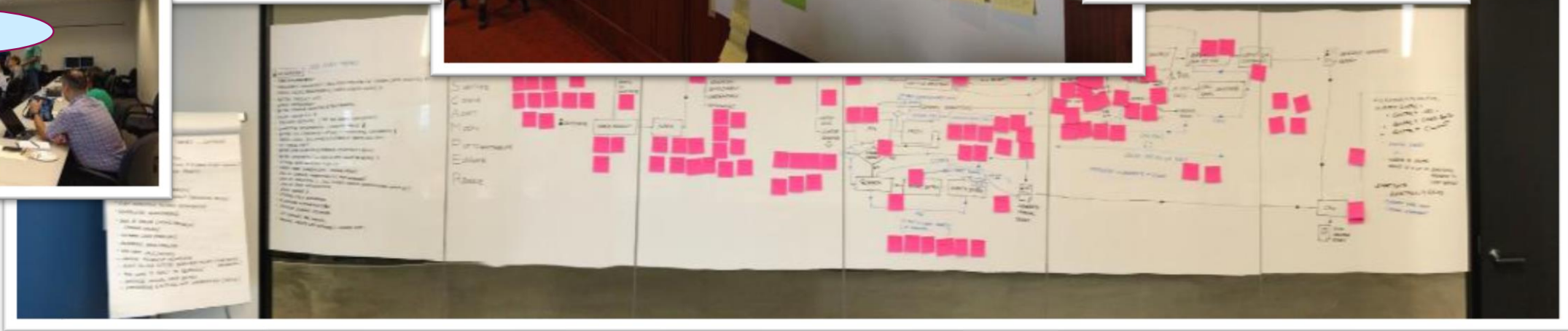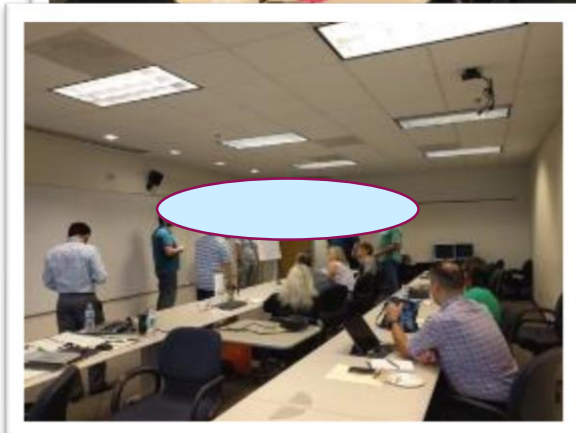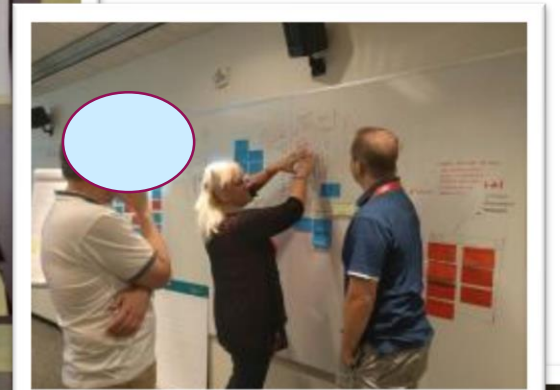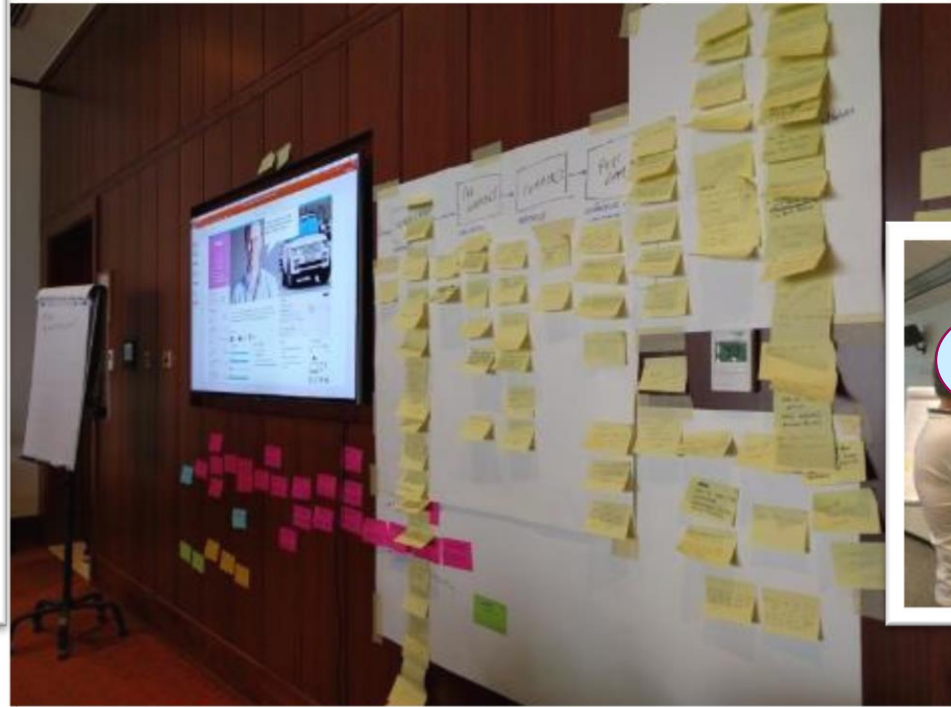
Sparkle™ Eco-system: Powering our Next Gen Engagement Model

Sparkle™ Eco-system
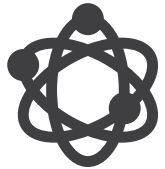
Sparkle Research

Sparkle Labs

Sparkle Solutions Foundry

Innovation Delivery Centers

Sparkle Showcase

Sparkle™ powered engagement model - Success with a large financial service organization

Idea Funnel → **Idea Solutioning** → **Sparkle Project** → **Institutionalize**

66
Ideas
Evaluated

43
Solutions
Created

37
PoCs
Completed

7
Institutionalized

Client Stories

Digital Transformation For A Fortune 50 Player

Client Need: *Move out of mainframe onto a cloud environment in 1 year with no modernization budget*

Business Constraints

Mainframe Systems slowing time to market	Run business consuming bulk of the spend	Stifled Innovation - Inability to leverage Next gen tech

Benefits

Accelerate Product Development Speed	**Reduction in Total Cost of Ownership**	**Efficiency from process automation**
30%	**25%**	**40-50%**

Legacy Modernization	*DevOps*	*Cloud Native Architecture*

Bringing Our Offerings Together To Help Clients Transform

Modernization

- Business Capability vs. Application based approach
- Delivering in chunks of business value vs. "big bang"

Next Gen App Dev/Cloud

- Maximize Renewal
- Tribes and squads
- Cloud native

Focus for today

Accelerate mainframe Move, Legacy Modernization / Renewal II

Enables

Accelerate business transformation

Mphasis Investments, Partnerships

Savings Invested

Enables

DevOps/ Enterprise Automation

- Zero cost for production support
- Automation to reduce inordinate no. of FTEs in run

Optimize RUN, Renewal I

Enables

Sparkle Innovation Workstream

- **Sparkle Lab**
- Contextual innovative solutions
- Formal innovation track in parallel with BAU

Savings Invested, FTE's repurposed

Modernization for Large Scale Transformation for UKs Largest Independent Broker

Client Need: *Drive efficiency & effectiveness across Operations, enable Growth*

Business Constraints

Multiple acquisitions never fully integrated, 80+ branch offices 5 LOBs with divergent priorities/challenges

High current cost of run across tech and ops Multiple PAS versions

Long "time to quote", low customer retention, poor sales conversion…

Benefits

Faster Time to Quote

30%

Reduction in Total Cost of Ownership

28%

Efficiency from process automation

28-35%%

Modernization | *Process Re-Engineering* | *Automation*

Modernize A Leading Freight Player Into A Platform Enterprise

Client Need: *Build a Business of the Future by embracing Digital Disruptions / Accelerating Innovation*

Business Constraints

System Reliability / Availability & low response time	Run cost to maintain technology stability	Dependency on monolith Core – lack of speed, agility, scalability

Benefits

Faster Resolution Time	**Reduction in Operational Costs**	**Faster Time to Market As A Service / Platform**
75%	**55%**	**40%**

Modernization   *DevOps*   *Automation*   *Next Gen Data*

Re-Skilling the Workforce: Traditional Systems Development Life Cycle (SDLC)

Timeline

Application Development
3 years

Application Maintenance
5 years

Stage

Requirement Collection and Analysis → Design → Implementation → Testing → Deployment → Maintenance

Resource Structure

Business Analyst   Architect   Programmer   Tester   Production Engineer

Skillset Dev.

Seniority structure   **Time Based Classification**

Project Manager = People Manager

Senior Management   5 to 10 years

Production Engineer   18 months to 5 years

Trainees / Bench   6 to 18 months

Freshers

Re-Skilling the Workforce: Agile Development

Timeline

Roll-out a **Minimum Viable Product (MVP)**
in 3 to 6 months only

Release **Upgrades with New Functionality**
(Ongoing)

Skillset / Resource Structure

Multi-functional Scrum Teams of Agile Developers

Scrum Master	Scrum Master	x N ...	Scrum Master
Product Owner	Product Owner		Product Owner
Architect	Architect		Architect
Programmer	Programmer		Programmer
Tester	Tester		Tester
Production Engineer	Production Engineer		Production Engineer
...	...		...
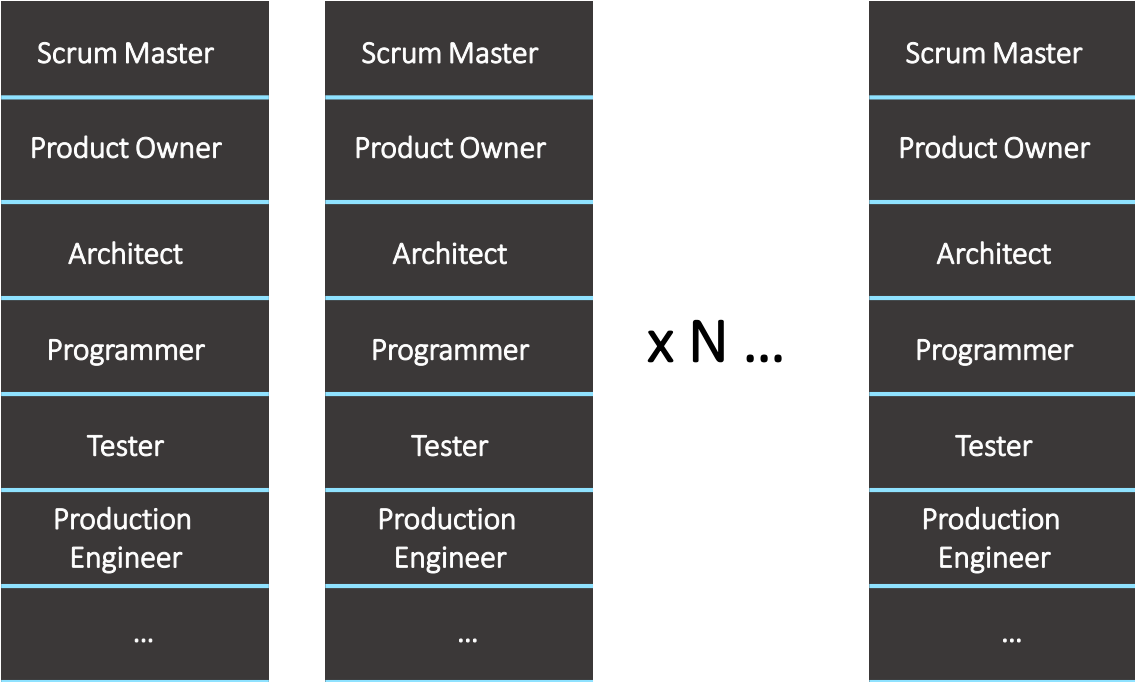
Re-shaped Pyramid to Multi-skilled Stacks

Our Talent Transformation program is the catalyst to leap frog…

Linking Digital Transformation to Talent Transformation

Powered by Cloud & Cognitive

Technology Offerings

DevOps	Next Gen App Dev
Next Gen Data	Modernization
Enterprise Automation	Cyber Security
AMS	IMS

- **5x** increase in the # of training programs (>**78%** are **Gen-Next skills)**
- Technical trainings cover the following competencies

Technical Competencies		
.NET	Data Science	Linux Administration
Artificial Intelligence / Machine Learning	UI /UX	Mobile App Development
Back-end Development	DevOps	Networking
Big Data	Cyber Security	Robotic Process Automation
Cloud Architecting	Front-end Development	Software Testing
Cloud Development	IT Service Delivery & Management	Virtualization
Cloud Operations	Java	

- eLearning solution made available for **74%** of the training
- Certifications are both internal as well as external
- Cognitive automation features to hyper-personalize learning

Mphasis
The Next Applied

My Learning   My Team   Power User   PMO   Super Admin   Active Skills

Talent **Next** ⏻

Narendra Raje Urs
2340829

Senior Dev Ops Eng

80
Org. Average

100

165
Best in Org.

Learning Coins

Your Skills

Select your Areas of Interest

Feedback Service

Recommended ✕
Cloud Security - S2
30
Target Date:20-Aug-19
Available for Self Assignment
Popularity Rank
★★★★★ 4.1/5
Based on 27 users

Recommended ✕
AWS Security Engineering - S2
30
Target Date:20-Aug-19
Requires Manager Nomination
Popularity Rank
★★★★★ 4/5
Based on 208 users

Recommended ✕
AWS Development - S2
30
Target Date:20-Aug-19
Requires Manager Nomination
Popularity Rank
★★★★★ 4.3/5
Based on 25 users

Recommended ✕
AWS Networking - S2
30
Target Date:20-Aug-19
Requires Manager Nomination
Popularity Rank
★★★★★ 4.4/5
Based on 166 users

Recommended ✕
Machine Learning for Data Scientist
Target Date:20-Aug-19
Available for Self Assignment
Popularity Rank
★★★★★ 3.7/5
Based on 316 users

🟧 Learning - In Progress 🟥 Learning - Not Started 🟩 Learning - Completed 🟩 Certified
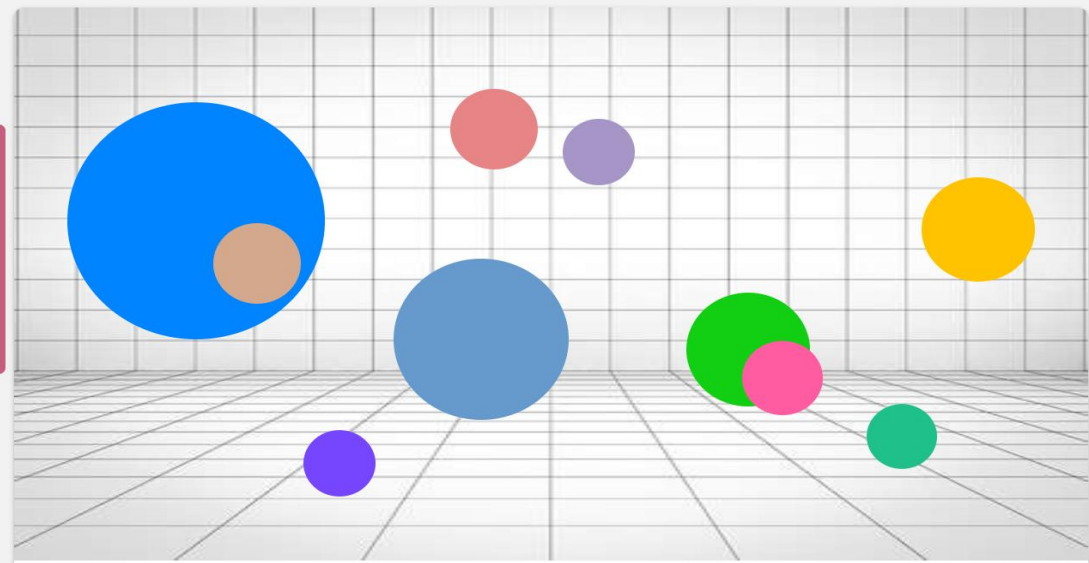
Interested Skills   Hidden Skills

Trending Skills

Recommended Readings

Talent Next

uattalentnext.mphasis.com/Employee/MyLearning

Apps ⭐ Bookmarks 🌐 New Tab ☁ Skillsoft Client Com... 📄 Talent Next ⊞ Talent Next - OneD... Talent Nxt UAT 📁 Other bookmarks

Learn	Resume	Learn	Resume	Learn	Start	Learn	Resume	Learn	Resume
Practice	NA	Practice	NA	Practice	Resume	Practice	NA	Practice	NA
Get Certified	NA	Get Certified	NA	Get Certified	Start	Get Certified	NA	Get Certified	NA

🟧 Learning - In Progress   🟥 Learning - Not Started   🟩 Learning - Completed   🟩 Certified

Trending Skills

- 🔵 Python
- 🟢 AWS Development
- 🟤 Microservices
- 🩷 React.js
- 🟣 Cucumber
- 🔵 Java Foundation
- 🟡 Angular 4
- 🔴 Spring
- 🟣 AWS Operations
- 🟢 Node.js

Recommended Readings

🔍 DevOps - Infrastructure Provisioning ✖

Announcements

Manager nominations for Sprint 4 is now Live

about 6 hours ago

Feedback Service

Type here to search

8:07 AM
5/22/2019

Creating a Next Gen Talent Pool

Impact on employees

Immediate impact

New age skills and certifications

Faster deployment

Lesser dependence on lateral hires

Long term impact

Accelerated career growth

Skill based compensation

Impact on Mphasis brand as an employer in the market

Build reputation as a "forward focused co."

Ability to attract better talent

Thanks