

# Sustainability Framework, Governance and Approach

Happiest Minds' Sustainability framework is derived from Global Reporting Initiative (GRI), Sustainability Accounting Standards Board (SASB) and Task Force on Climate-related Financial Disclosures (TCFD).

Sustainability is embedded into the DNA of our everyday decision-making as a business, not as a separate goal or intention. We share a sense of purpose to grow digitally while being agile that motivates the actions of our workforce. Our teams and partners across seven countries are embedded in our organization worldwide to help and support our businesses embrace sustainable practices, outcomes and reporting.

As a testament to our commitment to the environment, we have constituted a Board-governed ESG policy in 2022, which serves as a framework to understand and manage our environmental risks, impacts and opportunities. To further strengthen our vision and focus on ESG, we have established an Environmental, Social

& Governance (ESG) committee, which is a management level committee comprising senior members across major functions at the Company, chaired by a member of the senior management team. The ESG Committee reports to the Executive Board and the Board of Directors on the Company's ESG strategy and the roadmap to achieve set targets. The ESG Committee also works on improving the Company's ESG disclosures in order to effectively demonstrate our ESG commitment to our stakeholders. The ESG Committee comprises members across different functions and businesses that will help in identifying ESG-related risks and related financial impacts for the Company. ESG Committee meets every quarter to review progress and performance.

## Sustainability Snapshot - Stakeholders and UN Sustainable Development Goals (SDGs)

### Customers



### People



### Investors



### Alliance Partners



### Community & NGOs



### Vendors



### Clients



## Economic Value Created and Distributed

₹ Lacs

Particulars	Fiscal 2021	Fiscal 2022
Revenues (a)	77,341	1,09,365
Other Income (b)	1,999	2,463
<b>Direct Economic Value Generated (c) = (a)+(b)</b>	<b>79,340</b>	<b>1,11,828</b>
Operating Costs	11,858	21,194
Employee Wages & Benefits	45,238	62,000
Payments to Providers of Capital	341	343
Payments to Governments (Total Taxes Paid)	3,527	6,310
Community Investments	75	215
<b>Economic Value Distributed (d)</b>	<b>61,039</b>	<b>90,062</b>
<b>Economic Value Retained (e) = (c) - (d)</b>	<b>18,301</b>	<b>21,766</b>