


ESG Goals & Objectives

<p>Environmental</p> <ul style="list-style-type: none"> Achieve carbon neutrality in our operations by 2030 Establish and drive sustainable power usage & water conservation techniques 	<p>Social</p> <ul style="list-style-type: none"> Establish volunteering and community involvement programs to cover 20% of our teams Launch Happiest Minds Foundation by March 2023 Celebrate our milestone – acts of giving – reach 10 million Akshaya Patra meals by 2028 	<p>Governance</p> <ul style="list-style-type: none"> Disclosure levels to be in the top 10% of comparable listed companies in India Establish and drive industry best practices on data governance, privacy and integrity Drive openness and transparency in disseminating information to all stakeholders 
---	--	---

Know more about our ESG Policy on https://www.happiestminds.com/investors/policy-documents/ESG%20Policy_May%2005,%202022.pdf

ESG KPIs

 Environmental	 Social	 Governance
<ul style="list-style-type: none"> Total Diesel Consumption (DG Set & People Commute) Total Petrol Consumption (Employee Commute) Energy Consumption (Grid) Energy Consumption (Solar) Total Scope 1 Emissions Total Scope 2 Emissions Total Scope 3 Emissions Total Water Consumption Total Wastewater Generated Total Wastewater Recycled Total Waste Generation vs Disposed (All Categories) Air Quality Parameters (SOx, NOx, PPM, etc.) 	<ul style="list-style-type: none"> Health & Safety Trainings (Fire Safety, First Aid, Emergency Response Plan) No. of Mock Drills No. of Trained Fire Fighters, First Aiders, Rescuers (ERT Members) Wellness initiatives/trainings CSR Budget vs Spend Women Empowerment Initiatives Voluntary hours spent by Happiest Minds on CSR 	<ul style="list-style-type: none"> Training on Ethics, Integrity, Bribery Corruption Training on POSH Value of fines/penalties imposed on Happiest Minds by regulatory and judicial institutions Number of meetings/dialogues with minority stakeholders Cyber security KPIs such as unapproved host ping scans, admin policy violation, security service downtime