



ESG

62
98

- 62 MD & CFO's Letter
- 65 Contribution to UN SDGs
- 66 Corporate Governance & ESG
- 67 ESG Integration & Strategy
- 68 ESG KPIs
- 69 ESG Highlights
- 71 Climate Risk Management
- 72 Environmental
- 74 Social
- 88 Governance
- 97 GRI Content Index

ENVIRONMENTAL, SOCIAL AND GOVERNANCE

MD & CFO'S LETTER

IT HAS BEEN AN EVENTFUL YEAR FOR HAPPIEST MINDS, OUR PARTNERS, CLIENTS, EMPLOYEES, AND INVESTORS.



It gives me immense pleasure to share this year's Integrated Annual Report with you. The financial year of 2023 was eventful for Happiest Minds. Progress made against our Vision 2031 on Business fundamentals, Customer satisfaction, People, Growth, Profitability, Environmental & Social Initiatives, and not least of all, Governance makes me proud. We have come out stronger from the last years marred by the pandemic and economic uncertainty with a steely resolve to continue building a stronger and sustainable organization.

While our financials, achievements, and other metrics point towards all of the above, our Vision of building a Company which will have a perpetual existence hinge on our commitment and us executing on a thought-out Environmental, Social, and Governance (ESG) framework.

ESG as a collective concept came into prominence during these last few years and primarily by investors who were looking to invest in companies but wanted a measure or a touchstone

against which they could evaluate investments made or to be made. With ESG regulations increasing globally and studies linking good ESG practices to improved revenue growth, ESG performance has become a significant determinant when doing business.

Put simply, ESG takes cognizance of the environmental impact of a company's operations, corporate social responsibility (CSR), and good governance practices.

While I am sure you know what the letters in the acronym ESG stand for, a quick refresher would be:

E stands for environmental criteria, which, amongst others, primarily includes the energy your Company takes in and the waste it discharges, the resources it needs, and the consequences for living beings. Not least, **E** encompasses carbon emissions and climate change. Every company uses energy and resources; every company affects and is affected by the environment.

S stands for social criteria, which addresses your Company's relationships and the reputation it fosters with people and institutions in the communities where you do business. It includes human rights, labor relations, diversity, and inclusion. Every company operates within a broader, diverse society.

G stands for the governance criteria. It is the internal system of practices, controls, and procedures your Company adopts to govern itself, make effective decisions, comply with the law, and meet the needs of external stakeholders. Every company, which is itself a legal creation, requires governance.

Simply put, ESG refers to the 'Dharmic principles' per which one should run an enterprise. ESG is a philosophy and must be ingrained into the culture of the enterprise or the way we operate and do business to see its complete impact, effect, and benefits.

I make this statement drawing from my experience and with specific reference to my current engagement at Happiest Minds. When we started the Company 11 years back, we had clearly articulated the Mission, Vision, and Values of our Company. We believe that "MVV" - short for Mission, Vision and Values are the cornerstones to building a successful enterprise.

Active participation and a collaborative approach to establishing the MVV of a Company have been seen to be very effective. MVV at Happiest Minds is done collaboratively and democratically, which means this is grounds up and in active participation with all Happiest Minds, which is how we refer to our employees. Such an exercise ensures not only a common objective but also alignment and buy-in into the Vision by one and all.

We had incorporated Corporate Governance, Social Commitment, and Stakeholder Value enhancement into our Vision. This focus and rigor from inception helped us immensely and especially during these past few years in an environment of heightened awareness and attention around "ESG".

As part of our Vision statement, aspects of Corporate Governance, Social Commitment, and Stakeholder Value enhancement were to be achieved through clearly articulated milestones. These milestones are evaluated regularly along with our Board.

After listing in October 2021, we decided to put together Vision 2031. Given how ESG has evolved, we now have a Vision statement focused solely and completely on ESG, which is "**Be known for our ESG practices**". Again, we have clearly articulated milestones linked to achieving desired outcomes to fulfill this vision. Our focus on Corporate Governance meant we put in best practices on accounting, disclosure, Board composition, management, compliance with law, systems, and processes from the word 'go'.

Though set up as a Private Ltd. company, we thought and operated like a publicly listed company. For example, Board meetings are serious affairs with clear agendas, pre-circulated reading material, etc. We established committees ahead of time and before they were mandatory. We published annual reports just like a listed company would do. Transparency and information sharing amongst stakeholders, identification of key indicators on the health of the business, etc., were put in place right upfront. All our actions were subject to the 'sniff test' of – "how would it look if what we did or did not do" appeared in the newspapers tomorrow.

We are quite proud of our industry recognitions, working with sustainability at the forefront of our decision-making. Ingrained as a core component of our global strategy to act on environmental, social, and governance issues, our 2023 Integrated Annual Report focuses on the theme of Corporate Governance that hinges on transparency, integrity, and management accountability.

ENVIRONMENTAL, SOCIAL AND GOVERNANCE

Suffice to say, our practices got us a few winners like:

- Golden Peacock Award for Excellence in Corporate Governance in 2023
- At the risk of looking like self-promotion – identified as one of the Leading CFOs by the Confederation of Indian Industry (CII)
- 2022 National Awards for Excellence in Corporate Governance by the Institute of Company Secretaries of India (ICSI)
- Awards for best annual reports from The Institute of Chartered Accountants of India (ICAI) and LACP - League of American Communication Professionals for disclosures on corporate governance practices, and adoption of Business Responsibility Sustainability Reporting (BRSR) ahead of time.

We won all these awards within two years of being a listed company. Honestly, this was only possible as we had made corporate governance a part of our being and the way of doing business. A company with strong governance practices leads to certain desirable outcomes. For example, we realized that markets and investors give a premium to companies that have higher levels of governance and transparency. Governance is a continuous process, and the organization must be at it and adopt changing requirements on a real-time basis and ahead of time.

Since our inception, we recognized the deserving, unseen, underprivileged, and unfortunate as stakeholders and that we had a social responsibility towards them. Addressing this stakeholder through social commitment is critical and a fundamental building block in our ethical foundation.

We are focused on aligning our CSR initiatives with our sustainability agenda, which has helped us to evolve, adapt and accept newer ideas of growth and innovation. Furthermore, to implement the value chain sustainability framework and ESG standards across the supply chain, we have established and defined the Vendor's Code of Conduct which we expect our vendors to respect and adhere to. We engaged with the underprivileged even before we became profitable and had a CSR budget. We have adopted the Akshaya Patra Mid-day meal program for school children as a form of "giving". A generous contribution to the Akshaya Patra program accompanies all celebrations at Happiest Minds or the achievement of milestones. As our CSR budgets grew, our contributions to Akshaya Patra have increased, and as of date, we have crossed giving 60 lakhs or 6 mn meals. Along with the Akshaya Patra during the intense period of COVID, we also repurposed some of our budgets to COVID support and related relief.

A large part of our CSR budget, which is now reasonably sizeable, is targeted toward supporting environmental causes. Adoption of groves, forests, and continuous tree planting is what we do. We have also taken on an audacious goal of becoming a 'Net Zero Carbon' emitter by 2030. In addition to the above, we are converting all our rooftops to produce solar power. In almost all our buildings, we follow water conservation

measures, striving to become a 'zero discharge' facility. All our procurement is analyzed for sustainability. We assess the use of plastic with an effort to instill into people's consciousness on the environmental impact of all actions that they take while at work and otherwise.

We are working towards integrating sustainable values in our business decision-making, at the intersection of our Company's environmental, economic, and social dimensions, by reiterating business for good as a specific focus of our ESG approach. It gives us significant competitive advantages in seizing growth possibilities when the well-being of the people and the planet drives our business.

Consistent and constant communication on inter-generational equity and the need to follow sustainability principles is regularly conducted.

As I look ahead, there is potential for much more. Our ESG approach is poised to help our people, customers, partners, and investors benefit from their core digital transformation agenda. In the changing world dynamics, and the demand for digital soaring, we will continue to remain resilient and remain steadfast in our commitment to the community in which we live and operate. We are mindful of the unpredictable and transformative nature of the rapidly evolving global economic and operating environments, the escalating trend of climatic extremes, and their potential impact(s) as we chart our journey ahead. So, what becomes essential to build resilience and manage risks is solid and measurable ESG performance driven by ambitious targets.

I would like to thank you for the confidence you continue to place in us. As a work in progress, we have much more to accomplish, and I am confident that we will continue to produce long-term value for our stakeholders at each step of our growth story.

Warm regards,

Venkatraman Narayanan

MD & CFO

HAPPIEST MINDS' CONTRIBUTION TO THE UN SDGs

Happiest Minds is committed to advancing the United Nations Sustainable Development Goals (SDGs), the global framework for driving progress toward a more sustainable future. Advancing the SDGs is critical to our organization's strategy to accelerate sustainable and inclusive growth.



Our Contribution



ENVIRONMENTAL, SOCIAL AND GOVERNANCE

THE STRATEGIC INTERACTION BETWEEN CORPORATE GOVERNANCE AND ESG

There are multiple layers of interaction between corporate governance and ESG (Environmental, Social and Governance) that require proper adoption, execution and monitoring to meet the objectives. One of the important cornerstones of this report is to analyze how companies engage in ESG based decisions and strategically influence stakeholders including investors, customers, their respective supply chains, and communities to involve in its active participation.

Since our inception, Happiest Minds has adhered to the highest levels of corporate governance as one of our fundamental tenets. A testimony to this is when the organization won the prestigious Golden Peacock for Excellence in Corporate Governance in 2022 by the Institute of Directors (IOD), which is qualified as the pinnacle award that publicly acknowledges the efforts of organizations in this direction.

Furthermore, we are also among the Top 100 Best Workplaces in India as well as the Top 50 Best Workplaces in Asia as per the survey conducted by Great Place to Work® (GPTW) in 2022 for creating High Trust, High-Performance Culture which is essential in Corporate Governance not just to foster long-term investment but to promote accelerated growth with more inclusive societies.

Happiest Minds has successfully implemented and executed the required ESG policies and requirements for the last two financial years well before it was mandated by The Securities and Exchange Board of India (SEBI) under the Government of India for Corporates to create an effective legal regulatory framework to better demonstrate their sustainability objectives, position, and performance for long-term value creation.

Understanding the "G" in ESG is essential because as social, political, and cultural views continue to change, governance risks and opportunities will also become significant. Happiest Minds evaluates governance factors in its ESG framework. The ESG and the CSR committee assess and oversee the 2030 roadmap and periodically report to the Executive Board and the Board of Directors.

We, as a mindful organization, have realized our commitment towards ESG through a key focus on resourcing for ESG initiatives and guiding their execution through a properly structured strategy. Our Company has also introduced and acted on ESG initiatives such as diversity and inclusion, mindfulness sessions, wellness training, etc.



ESG INTEGRATION & STRATEGY

Our integration framework outlines specific ambitions and actions that will enable us to accelerate sustainable and inclusive growth for the benefit of our internal and external stakeholders. We determine our ESG (Environmental, Social, and Governance) priorities through a series of material assessments that also works for our organization's broader sustainable and inclusive growth strategy. We lay out our resulting ESG framework with specific targets and objectives through our work with clients and how we interact with other stakeholders such as our suppliers, communities, partners, peer organizations, and others, to broaden the impact that enables us to accelerate sustainable and inclusive growth for the world.

Oversight of ESG Integration

We established an ESG policy in 2022 that is overseen by the Executive Board as a sign of our commitment to the environment and society at large. This policy provides a framework for managing our ESG risks, impacts, and opportunities. We have also constituted a management-level Environmental, Social and Governance (ESG) committee of senior members from key functions across the company which is chaired by a senior management team to further reinforce our vision and focus on ESG. 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 and also delegates responsibility for the detailed review of new and existing strategies to ensure consistency in their integration of ESG objectives.

Accountability and Transparency

Driven by the belief that ESG priorities should be incorporated in a consistent manner towards any strategy, we are committed to continually enhancing our transparency and accountability – to our clients, people, and our stakeholders. We believe that the most effective way to integrate ESG factors and augment our analysis, we take up an approach that is guided by mission, vision and values. We discuss urgent issues and support large-scale solutions while upholding our independence and neutrality as professionals.

Progress

Our technological innovation has been continuously integrated with the required ESG policies. We, as a mindful organization, aspire to make a positive impact having wide-ranging effects on the environment and the economy in the decisions we make. We set high requirements for performance, measurement, and ethical business practices, and we look for stakeholders who share our values.

Implementing effective corporate governance under the ESG framework ensures sustainable business continuity. At Happiest Minds, holistic growth is driven by core values where integrity and inclusivity proven by leadership are key to perpetuity and position us to better manage risks.



Parika Mahajan
Global ESG & CSR Lead

ENVIRONMENTAL, SOCIAL AND GOVERNANCE

ESG KPIs

KPI	UOM	FY 2022-23	FY 2021-22	FY 2020-21
Total Electricity Consumption (Grid)	kWh	3,006,262	1,113,100	1,026,650
Electricity generated from Renewable Energy (Solar)	kWh	141,932	0	0
Total Fuel Consumption	KL	21.44	8.51	8.15
Total Scope 1 GHG Emissions	MTCO ₂ e	57.37	27.68	26.49
Total Scope 2 GHG Emissions	MTCO ₂ e	2,374.95	879.35	811.05
Total GHG Emissions (Scope 1 + Scope 2)	MTCO ₂ e	2,432.32	907.3	837.54
Total Water Consumption	KL	4,173	984.22	1,235.67
Total Hazardous Waste Disposed	L	600	0	0
NOx	mg/Nm ³	46	49.6	58
SOx	mg/Nm ³	9	7.1	6.06
Particulate matter (PM)	µg/m ³	36	41.4	38.8
Total CSR Spend	₹	333 lakhs	215 lakhs	75 lakhs

Economic Value Created and Distributed (₹ Lakhs)

Particulars	FY 2022-23	FY 2021-22	FY 2020-21
Revenues (a)	1,42,929	1,09,365	77,341
Other Income (b)	3,502	2,463	1,999
Direct Economic Value Generated (c) = (a)+(b)	1,46,431	1,11,828	79,340
Operating Costs	26,028	21,194	11,858
Employee Wages & Benefits	80,681	62,000	45,238
Payments to Providers of Capital	1,558	343	341
Payments to Governments (Total Taxes Paid)	8,508	6,310	3,527
Community Investments	333	215	75
Economic Value Distributed (d)	1,17,108	90,062	61,039
Economic Value Retained (e) = (c) - (d)	29,323	21,766	18,301

Highlights 2022-23



The theme of World Earth Day 2022 was 'Invest In Our Planet' calling for businesses to shift towards sustainable practices. We, at Happiest Minds, are committed to this goal through various ESG initiatives such as improving renewables and energy efficiency, implementing the ban on single-use plastic and disposables, reducing paper usage.



On the occasion of Independence Day 2022, a plantation drive was organized by Happiest Minds in collaboration with the Think Good Foundation.



Happiest Minds celebrated World Environment Day 2022 by hosting a beautiful show of creativity and fun by inviting our Junior Happiest Minds to submit their environment-related art.



Certification of GRATITUDE from The Akshaya Patra Foundation for supporting government school children in Bengaluru with over 19,24,429 meals through the PM POSHAN Programme in FY2022-23.

ENVIRONMENTAL, SOCIAL AND GOVERNANCE

Initiatives and Progress

In the year 2021-22, we initiated our renewable energy journey by setting up a Rooftop-based Solar Energy System at the Madivala campus having 183 kWh capacity. Till date with a generation of 150 MWh, we have saved carbon emissions up to 61.42 tons. It is equivalent to planting 1,833 trees with the resultant savings on carbon emissions.



Mobilizing Happiest Minds' teams to volunteer and involve with the community

Happiest Minds have partnered with NASSCOM Foundation's MyKartavya, an employee volunteering portal to reach out to the underprivileged across the country. This initiative is designed to make volunteering fun, accessible, and impactful. This platform leverages technology to connect to a wide range of opportunities to support non-profits by encouraging members to participate, based on their unique set of skills and interests.



I always wanted to volunteer but didn't know where to begin. MyKartavya platform has provided me with the convenience of doing volunteering work right from the comfort of my home. There is a plethora of short-term options available. I fondly remember the short story recordings, to enable differently abled children to experience the story and learn and enjoy their childhood. It has been a pleasure volunteering with the MyKartavya initiative.



Testimonial by **Shobita Sridharan**
Business Analyst
Consultant

Implementing ban on single-use plastics and disposables in the cafeteria

We, at Happiest Minds, have replaced single-use plastic in our cafeterias by saving 23,000 water glasses and 22,207 coffee/tea cups per month on an average. Replacing single-use packaging with reusable alternatives that can be washed and used again has enabled Happiest Minds to reduce the plastic consumption.

CLIMATE RISK MANAGEMENT

Globally, climate-related risks, with the potential to cause loss and damage, have increased dramatically over the past few decades. The pandemic has brought into focus several internal, and external factors that are uncontrollable and can disrupt usual business conduct. As such, climate change readiness and preparedness have quickly become urgent business case across all sectors with stakeholders taking note of the potential financial and non-financial risks and creating change in the regulatory framework.

Based on Task Force on Climate-Related Financial Disclosures (TCFD) principles, Happiest Minds is working towards establishing business implications due to climate change. Our climate risk management also aims to address and reduce greenhouse gas emissions, minimize climate risks, and manage residual climate risks via instruments such as climate risk offsetting or transformative measures.

We have deployed the climate risk management process for the assessment based on the following action items:

- Assess and match information needs with risk management objectives
- Define System of Interest
- Develop context-specific methodology
- Risk identification to identify low and high levels of climate-related risks
- Risk evaluation to identify acceptable, tolerable, and intolerable risks
- Assessment of risk management options

Apart from internal operations, Happiest Minds also focuses on environmental sustainability under Corporate Social Responsibility. The CSR committee of the Board is responsible for overseeing the execution of the Company's CSR policy, including the areas of Environmental Sustainability leading to Climate Action.



ENVIRONMENTAL, SOCIAL AND GOVERNANCE

ENVIRONMENTAL



OUR ESG VISION IS “HAPPIEST PEOPLE. HAPPIEST PLANET. HAPPIEST CUSTOMERS. HAPPIEST BUSINESS.”

As a mindful IT company, Happiest Minds is committed to providing leading digital transformation technologies that respond to the challenges of the world and promote sustainable development. We believe that sustainable behavior in every aspect of our business is a natural prerequisite for building stronger relationships with customers and employees and contributing to positive development in society.

We intend to enable a low-carbon and resource-wise economy, empower our people & communities, and embed responsible Corporate Governance and Business Integrity practices throughout the Company by following leading national and global regulations, guidelines, and frameworks.

At Happiest Minds, we are committed to taking meaningful action for a sustainable future to demonstrate environmental stewardship. With our Sustainability Roadmap to 2030 to protect the environment, we are working on solutions that help minimize the impact of our operations, and engaging with our value chain partners to drive improvements.

Our environmental goals are focused on optimizing energy, making responsible use of our natural resources, and reducing waste to create sustainable progress. We will also maximize the usage of renewable energy while reducing the use of fossil fuels by working closely with our value chain partners to assess and help reduce the environmental impact.

VALUE CHAIN SUSTAINABILITY



Value chain has become a critical area for many businesses since they use huge resources and money and are frequently a source of unnecessary waste. Thus, value chain has emerged as a key corporate goal as companies have started to measure the societal and environmental impact of their goods and services from the beginning to the end of their life cycles.

Sustainable value chain addresses global issues such as climate change, water security, deforestation, human rights, fair labor practices and corruption while carrying out routine focus on speed, cost, and reliable operations.

We are evaluating our value chain partners to engage with them on key sustainability objectives. To achieve environmental stewardship including energy and water efficiency, waste management, and green services, and create a socially responsible business environment, we have designed a framework that is being implemented with Tier-1 suppliers under phase-I. In addition to Scope-1 and Scope-2 GHG emissions, the value chain sustainability framework also helps us understand and derive Scope-3 emissions across the upstream and downstream value chains.

Key Supply Chain Initiatives Undertaken in FY 2022-23

Deploying Dynamics 365 (D365)

One of the major automation initiatives this year was to integrate Deploying Dynamics 365 (D365) with a cloud software suite to register new vendors and ensure business continuity like speed, accuracy, and a digital solution when communicating with them.

Effective Vendor Evaluation

Another important factor to achieve a sustainable supply chain is to effectively evaluate the vendors. We have added new evaluation parameters to analyze vendors with price, delivery, technicality, etc. We encourage vendors from vulnerable groups and local markets to associate and work on sustainable goals while conducting business.

Creating New Supply Chain Ecosystem

In continuing our goal to create a sustainable supply chain, we have registered new vendors and generated better business opportunities at our latest campuses in Bhubaneswar, Madurai and Coimbatore. In addition to this, we have also adopted wire transfer payments instead of credit cards for safe and reliable transactions.

 SOCIAL



Finding happiness is not just a pursuit, but a necessity for our well-being. Mindfulness, in turn, can be a powerful tool to help us cultivate this emotion. By being mindful, we gain greater awareness of our experiences, which allows us to appreciate the present moment, connect more deeply with ourselves and others, and discover new sources of joy and fulfillment.



Paul Jacob
Happiness Evangelist & Senior Director
- People Practice

Culture of Happiness Evangelism

happiest minds
The Mindful IT Company
Born Digital . Born Agile

ARE YOU A HAPPINESS EVANGELIST?

- Do you look for opportunities to appreciate others genuinely?
- Are you willing to share knowledge?
- Do you cultivate the culture of WE instead of I?
- Do you listen with empathy?
- Are you polite & courteous?
- Do you encourage new thoughts and ideas even if they are not aligned with your own?
- Do you display calmness in challenging situations?
- Do you strive to increase harmony & collaboration?
- Are you willing to help others?
- Do you display kindness and concern to others?
- Do you go the extra mile to keep the customer (internal/external) happy?
- Do you have a high commitment to results?



HAPPOMETER

How are you feeling today?



SUBMIT

Happometer measures employee happiness. It measures the same with 3 Smiles – Happy, Neutral and Sad. An employee who clicks the sad emoji will be contacted by the People Practice Leader. So far, 8,852 members have recorded how they feel - 86% Happy, 10% Neutral, 4% Unhappy (April 2022 till date).

ENVIRONMENTAL, SOCIAL AND GOVERNANCE

Happiverse

An initiative started by our Happiness Evangelism team in Q4 of FY23, Happiverse (conjunction of happiness and universe) is a step towards promoting employee happiness, which includes providing opportunities for social connection, offering mental health support, providing work-life balance resources, and promoting a culture of appreciation in action.

CULTURE OF GRATITUDE

At Happiest Minds, we begin all sessions and meet-ups by expressing gratitude or simply being thankful. All our facilities encourage people to freely use SMILES Cards or send iAppreciate messages to acknowledge and celebrate the contribution of their colleagues.

In the history of Happiest Minds, Gratitude Week (28th Nov – 4th Dec) has embarked on a Smilestone by achieving:

9,073 appreciations sent to 2,800+ people over 7 days

7,500+ iAppreciate messages sent by 1,000+ people

CULTURE OF LISTENING

The culture of listening at Happiest Minds is about the practice of actively and empathetically engaging with others when they communicate. This includes not just hearing the words they are saying, but also understanding their perspective, feelings, and needs.

We have made a positive impact in the following areas:

Ask EB - A portal for Happiest Minds to post questions for the Executive Board (EB), and the answers are posted within 24 hours.

AHMM/Townhalls - People are encouraged to ask questions and provide feedback directly to the leadership team at AHMM/Townhall.

We Hear - You can report sexual harassment or discrimination to the Chief People Officer using We Hear. An email will be sent directly to the mailbox of the CPO to initiate the process.

CULTURE OF MINDFULNESS

The culture of mindfulness refers to a set of attitudes and practices that encourage people to be fully present in the moment, without judgment or distraction. It involves intentionally paying attention to the present moment, being aware of one's thoughts and feelings, and cultivating a sense of openness and curiosity.

Mindfulness training involves mental activities designed to rewire the neural networks of the brain.

- Decrease in Stress
- Enhances efficiency and productivity
- Increases ability to stay focused on the task at hand
- Better interpersonal relationships
- Improves work-life balance
- Mindful approaches reduce individual stress levels and enable a person to be joyful at the moment
- A structured approach to understanding, internalizing and practicing mindfulness techniques will reinforce our journey on the 'Happiness' theme
- Consider mindfulness as a way of working that will increase all of our Happiness Quotient

Mindfulness ways at Happiest Minds

- **Imbibing** a 7C Framework of the Happiest People
- **Delivering** world-class solutions in line with our core values
- **Creating** an impact on the organization and society at large

We practice mindfulness in two ways

Being Mindful requires one to be fully present and aware of the moment without any judgment

Doing Mindful involves intentionally focusing your attention in the present moment with openness, curiosity, and acceptance.



ENVIRONMENTAL, SOCIAL AND GOVERNANCE

Diversity & Inclusion

We believe Diversity & Inclusion (D&I) is a journey, not a destination. Our persistent emphasis on fostering an inclusive environment helps everyone to retain their identity both professionally and personally. We keep a clear stand against any discrimination based on ethnicity, age, disability, gender, and sexual orientation. The 'Happiest Minds Diversity & Inclusion Council' is committed to a vibrant and diverse society by implementing D&I policies and programs.

Key Metrics

- 27% - Organizational Gender Diversity
 - 46% - Campus Gender Diversity Ratio
 - 10 Nationalities - Cultural Diversity
 - 100% - Resumed Work after Maternity Leave
 - 33 - Availed Paternity Leave
 - 8 - Persons with Different Abilities
- 84.5% Millennials
 - 10.3% Gen Z
 - 4.8% Gen X
 - 0.3% Boomers II
 - 0.2% Boomers I
 - (Generational Diversity)

Highlights

Maternity Engagement Program

This holistic maternity program in collaboration with the Wellness team includes three phases of Pre-Maternity, During Maternity and Post-Maternity for women during pregnancy.

Women in Excellence Program

Exclusive Women Leadership Development for Mid Managers covering various elements of holistic development for leadership roles.

Aura Engagements

Welcome mail to all women members with a list of women's benefits.

PRIDE

Awareness session conducted during PRIDE month in June 2022 with various activities like quizzes, D&I Sensitization training, and extension of medical insurance benefits to same-gender partners across locations.

Ability is Bigger than Disability

Our Happiest Minds' Community of Specially Abled Members doubled in its headcount following our rollout Train to Hire Model in each BU with Oorja & Enable India.

Thought Leadership by Leaders

Priya Kanduri, Senior Vice President & CTO, IMSS won multiple awards like the 'Women in AI' award at the Trescon World AI Show, 2022 Dubai, "Cyber Security Executive of the Year" during the Annual Summit 2022, Bengaluru and the "Outstanding Leadership Award" at Internet 2.0 Conference 2022, Dubai.

Wellness of Women

Collaboration with HappiZest - the wellness team, for a month-long campaign on specific wellness needs of women.

Workshops & Sensitization Sessions on Diversity & Inclusion

Sensitization programs on D&I focus on skill building that leverages the strengths of different teams and customers.

Recognition in Diversity & Inclusion

Top 50 Best Workplaces for Women for 4 consecutive years.
Top 10 Diverse Organizations - Analytics AIM Magazine.

Aura Learning Circles

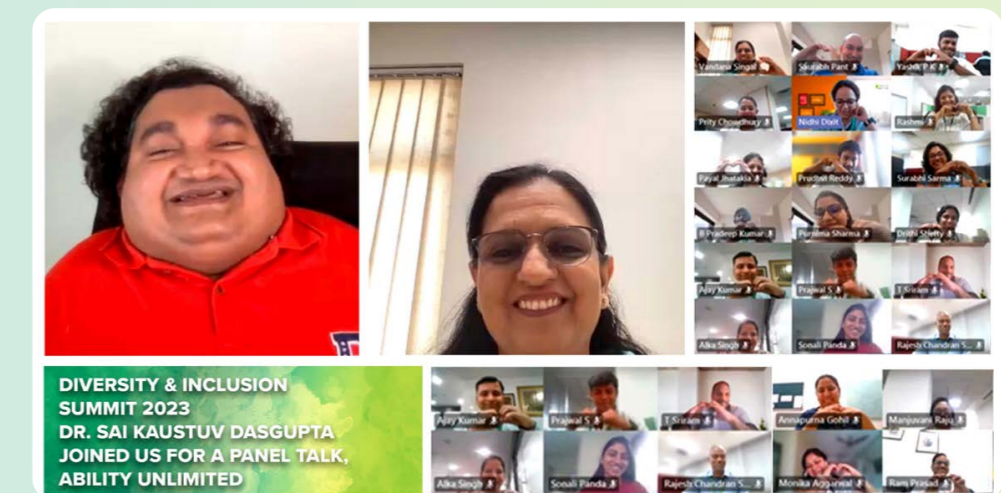
A learning platform for the Aura community through webinars, book clubs & interesting articles.

Let's Celebrate Diversity

Celebrating diversity through multiple cultural, national as well as international celebrations.

Diversity & Inclusion Summit

D&I Summit was a confluence of ideas and activities brought under different themes for 5 days.



ENVIRONMENTAL, SOCIAL AND GOVERNANCE

PEOPLE - GPTW SURVEY

We participated in the Great Place to Work® survey and are in India's Top 100 Best Workplaces List. We were ranked 29th in the Top 100 list.

	GPTW 2023	GPTW 2022	GPTW 2021
Great Place to Work®	92	93	92
Credibility	89	90	88
Respect	86	88	86
Fairness	86	87	83
Pride	89	91	89
Camaraderie	88	89	88
Trust Index Score	88	89	87

Workplace Wellness Index of Happiest Minds is 7 points higher than the mean of India's Best Workplaces in Health and Wellness companies at 88%

PEOPLE - GLASSDOOR

- Rating - **4.3/5**
- Recommend to a friend - **93%**
- Approve of CEO - **97%**
- Interview Experience - **80%**
- Positive Business Outlook - **90%**
- Culture & Values - **4.3/5**
- Benefits - **4/5**
- Diversity and Inclusion - **4.3/5**

MITHRA - The Good Samaritan Program

Changing environments, work stress, and personal hardships can take a toll on anyone. It is important that one finds someone trustworthy to speak to during these testing times which is why MITHRA – The Good Samaritan Program was developed.



MITHRA

The Good Samaritan Program

MITHRA is a team of Happiest Minds' volunteers who are available to take calls or respond to mails 24/7 to help our people deal with whatever it is that they are going through - in safety, acceptance and confidentiality.

In FY23, Team MITHRA has connected with over 756 Happiest Minds

REWARDS & RECOGNITIONS

Service Milestones

We celebrate the work anniversaries of our employees as SMILESTONES by sharing testimonial videos from their colleagues along with customized gifts.

HappiZest Advantage

Awarding members with points that they can redeem for a reward of their choice by using an employee recognition platform that supports points-based recognition.

Gratitude Story

To cultivate a culture of gratitude in Happiest Minds, we have encouraged our members to share their personal gratitude stories which are published every month.

iAppreciate

iAppreciate is a portal where Happiest Minds employees can appreciate or show expressions of gratitude to colleagues.

Rewards & Recognition Awards

Our Rewards & Recognition (RnR) Council designs award categories that have a positive impact on our members like Quarterly Awards, Annual Awards, Chairman Awards and Monthly Insta Awards.

Culture of Gratitude

Gratitude is a ritual at your Company. Leadership or Team meetings commence with spending some time, expressing gratitude or silently being grateful.

Gratitude Week

Gratitude Week has embarked upon a milestone by achieving: 9,000+ appreciations sent to 4,000+ people over 7 days and 2,500+ iAppreciate cards sent by 1,000+ members.

BENEFITS



Medical

- Medical Leave
- Hospital Tie-Ups
- Book My Scan Tie-Up
- Cult Fit Elite Corporate Subscription



Financial

- Care and Compassionate Contribution Scheme
- Salary Advance Policy
- Compassionate Loan



Leave Donation

A voluntary program where our Happiest Minds can donate leaves to their colleagues who need them the most



Insurance

- Group Accident Insurance Coverage
- Group Life Insurance Coverage
- Voluntary Life Insurance Coverage



Bonus

- Referral Bonus
- Business Referral Bonus



Childbirth Gift

A sapling is planted on behalf of the newborn with the support of an NGO along with 12 leaflets with different seeds in the calendar and making every month of the first memorable

ENVIRONMENTAL, SOCIAL AND GOVERNANCE

CIRCLE OF HAPPINESS

Social Responsibility being one of the core values of Happiest Minds, we adopt policies that promote the well-being of society and the environment. We also encourage volunteering, contributions that benefit the environment, and engaging in the joy of giving.

Our CSR initiatives are based on the themes contributing to Annapurna (Food & Nutrition), Vasundhara (Environmental Sustainability).

Our Circle of Happiness, a CSR initiative focuses on:



CSR INITIATIVES IN FY23

Through a responsible and generous contribution, we strive to give back and enhance the lives of individuals and communities by providing healthcare, supporting education, and protecting the environment.

Contribution of ₹3,13,500 to GreenSole for the distribution of 1,500 pairs of upcycled footwear to underprivileged kids.

Contribution of ₹20,00,000 to VidyaKshetra towards sustainable projects like the Eco-Construction of a weaving room, setting up of two handlooms for Eco Clothing, Soil Enrichment and setting up a basic Gaushala to name a few.

Participation in the Daan Utsav program, where wishes from NGOs were fulfilled through a contribution of ₹9,29,066 by Team Happiest Minds. The NGO beneficiaries were: Baale Mane, Balajothi Centre for the Disabled, One Billion Literates Foundation, Jeevarathni Foundation, and Ankura Foundation.

- Contribution of ₹25,00,000 for exclusive adoption of tree plantation initiative at Trees for Tigers, Simlipal National Park under Social Impact Project
- Contribution of ₹1,38,75,400 for exclusive adoption of tree plantation initiative at Trees for Tigers, Simlipal National Park under the Carbon Neutrality Project

Contribution towards meals to The Akshaya Patra Foundation in FY23 - 1.92 mn meals totaling ₹1,26,24,672; total meals till date 5.96 mn (₹3,81,98,046)

Contribution of ₹10,00,000 towards Bethany High School Musical 2022

Contribution of ₹10,00,000 towards the donation of insulin for underprivileged children with Type 1 diabetes

Disclaimer: All logos are properties of their respective owners

ENVIRONMENTAL, SOCIAL AND GOVERNANCE

HappiZest

WELLNESS PROGRAMS (HappiZest)

The Happiest Minds Wellness program is branded as – HappiZest and constitutes the 7Ws of Physical Wellness, Spiritual Wellness, Intellectual Wellness, Professional Wellness, Social Wellness, Emotional Wellness and Environmental Wellness. It is nurtured by aligning activities, logistics, facilities, and the expertise of the organization through an array of wellness schemes and initiatives.



Participation



Expert Driven Webinars/Talk Show



Hobbying Workshops



Emotional & Mental Wellness Webinars



Wellness Consultation



Mindfulness Training



Financial Wellness Webinars

Talent Acquisition

Talent Acquisition (TA) is an AI-enabled, analytics-driven function with agility in decision-making. The core theme that makes Happiest Minds an employer of choice is a differentiated hiring process focused on a superior candidate's experience and future skills.

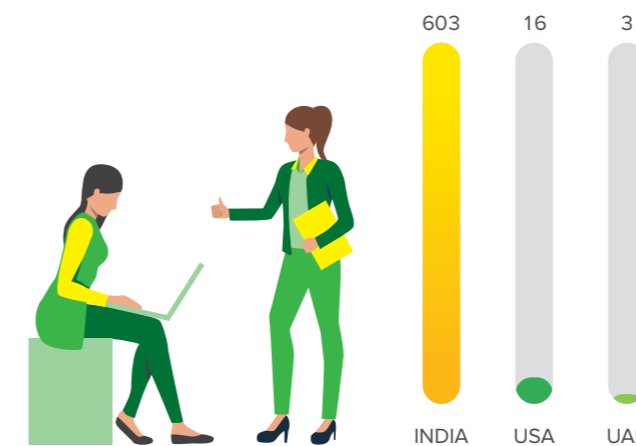
Our differentiated hiring processes through various modes have ensured that scalability is always the prime focus:

- 2-tier-based virtual Interviews
- 100% digital process for campus recruitment
- Routine meetings with respective stakeholders
- Active involvement of project & client panels in engaging with shortlisted candidates
- Market mapping of target companies & cross-mapping of interviewed candidates
- Working with local vendors in specific geographies for global engagement hiring initiatives

Our hiring diversity ratio for the year currently stands at 27%. Our campus hiring diversity ratio for FY23 is 46%. We have undertaken various measures to increase workplace diversity, such as:

Happiest Minds is an Equal Employment Opportunity Company

As part of our Equal Opportunity Policy, we provide equal opportunities at all levels of employment without discrimination on grounds of race, ethnicity, nationality, gender, language, age, sexual orientation, religion, marital status, socio-economic status, or special ability. During the fiscal year, we hired 622 women. Geo-wise recruitment is as follows:



Hiring: Each BU works on the D&I target assigned through hiring drives, hackathons, campus hiring, and the usual lateral hiring process to increase the diversity ratio.

Leadership Hiring: The TA team is mandated to specifically consider the diversity route for leadership hiring apart from the campaigns for lateral hiring

Referral Policy: We give an additional 5% to any referrer for each woman joining the team

Boomerang Policy: We welcome Happiest Minds Alumni to return by going through minimum interview rounds

Awareness Session: Awareness sessions are conducted to hire more women with leaders and managers

Retention: We connect and try to retain those Happiest Minds who have resigned

Geo-wise Vendor Alignments: Increased outreach to vendors specializing in diversity hiring

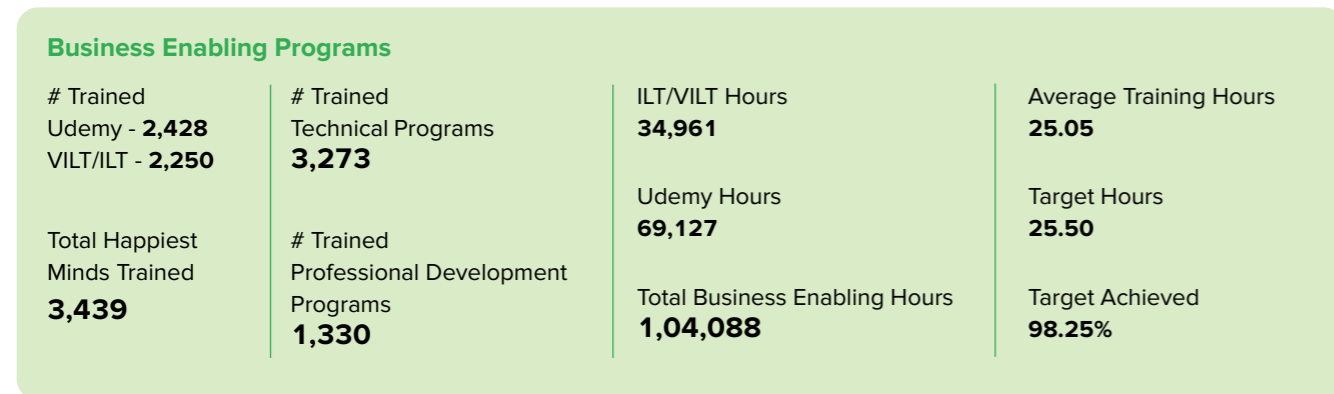
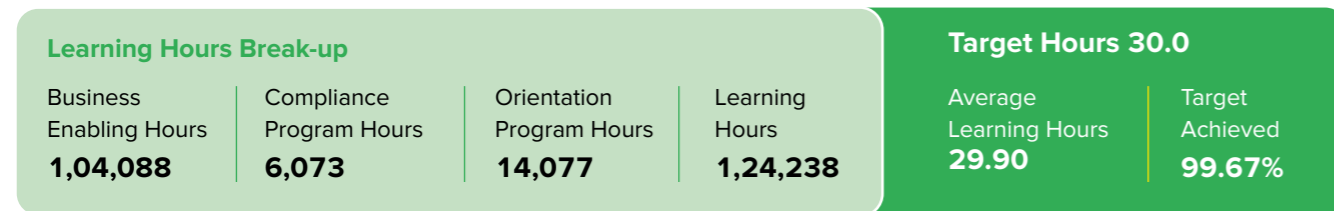
ENVIRONMENTAL, SOCIAL AND GOVERNANCE

FY23 LEARNING JOURNEY

Learning and Development at Happiest Minds is a continuous process of excelling in a learning culture that is Agile, Creative, Collaborative and Technologically advanced in alignment with business and organization

goals. Enabling a culture of continuous learning, structured processes, multiple learning methodologies and an established Internal trainer pool has contributed to achieving the learning outcomes in FY23.

Key Matrix



Key Highlights of our Learning Initiatives

We received **505** Training requests for FY23 out of which **451** are technical trainings and **51** are professional development training.

73 Happiest Minds have gone through various Training & Certifications.

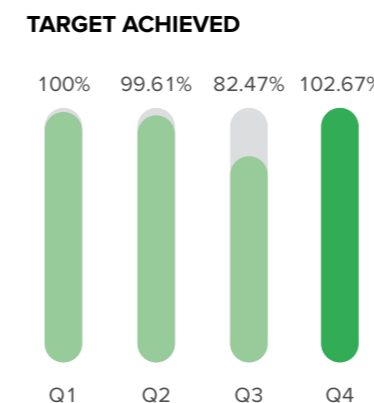
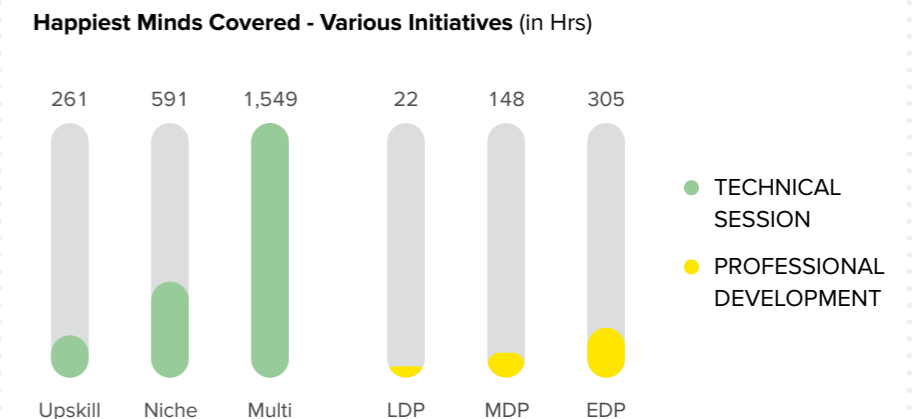
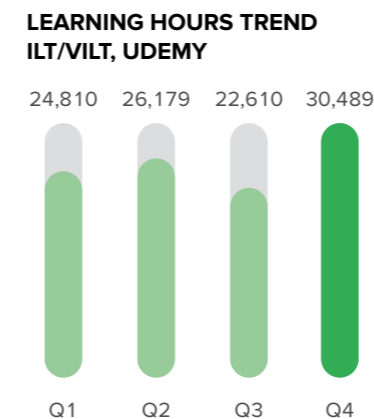
468 Happiest Minds covered as per competencies on Soft Skills Behavioral programs.

538 Happiest Minds were deployed to the project. Happiest Minds moved to billable.

A total of **1,332** Happiest Minds have gone through Professional development programs.

Internal trainer pool: We had **119** Trainers facilitated.

A total of **3,273** Happiest Minds have gone through Technical programs.



ENVIRONMENTAL, SOCIAL AND GOVERNANCE

GOVERNANCE



One of our Vision statements is to be known for our Governance Standards. The metric against Governance was winning the Golden Peacock Award and the ICSI National Awards for excellence in Corporate Governance. We have outdone ourselves by winning both during the year and within two years of our IPO. We strive to maintain the highest standards that we have and have displayed while we continue to improve and fill the gaps we identify.

(Please refer to Pg 145 for more information on Corporate Governance)

ESG Governance

The Environmental, Social & Governance (ESG) committee 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 and helps in identifying ESG-related risks and related financial and non-financial impacts for the Company. The committee meets periodically to hold compliance and risk-related reviews while working on improving the Company's ESG disclosures to effectively demonstrate our commitment to our stakeholders.

Stakeholder Governance

Annual Shareholders Response Survey: The Annual Shareholders Response Survey was conducted for the shareholder's feedback, and we received responses from 6,371 shareholders (19,113 responses for FY22). The Board has evaluated these responses and has approved the plan for implementing the suggestions received during the survey.

Communication to Stakeholders: Your Company has a transparent reporting system in place to ensure all stakeholders especially the employees and investors are kept abreast of the Company's performance, strategic outlook, financials, and sustainable growth using the following:

- Quarterly communication is made to the Board, the employees, and investors. The Executive Board conducts quarterly AHMM (All Happiest Minds Meet) 'Town Hall' to apprise the team of the same. The investor presentation of the quarterly results is emailed to all the shareholders of the Company.
- Any major policy change is first communicated to all Happiest Minds through 'SmilesCentral', our internal Communication & Collaboration Platform for feedback and suggestions before rolling out, building confidence in an 'Involve Evolving' culture. The leaders also listen to the team through people feedback and other mechanisms like Listening Post, various 'Connect' programs, and regular meetups with BU leaders.
- The other channels of communication, such as 'Just Ask' and 'Ask EB' help the Happiest Minds to communicate with the leadership and 'Ask Ashok' sessions for the Happiest Minds to interact with the Chairman along with many other programs in line.
- The main communication among Top management is via emails, Team and Zoom calls, virtual meetings, other audio-visual means and physical meetings.
- The Company has separate email domains **Investors@happiestminds.com** and **IR@happiestminds.com** dealing with the queries received from the investors, shareholders, and other stakeholders. These are maintained by the Legal and Secretarial Teams. The contact details are mentioned on the Company website.

Business Ethics

Happiest Minds is committed to conducting its business in accordance with the applicable laws, rules, and regulations with the highest standards of business ethics, integrity, environmental responsibility, and social responsibility. To implement the Value Chain Sustainability Framework, the Vendor's Code of Conduct has been established and communicated to all the vendors. This Code is intended to define non-negotiable minimum standards of business conduct that Happiest Minds expect its Vendors to respect and adhere to. While Vendors are expected to self-monitor

and demonstrate their compliance with this Code, Happiest Minds reserve its right to audit Vendors or inspect Vendors' facilities to confirm compliance. This Code is an integral part of Happiest Minds' contract or agreement with its Vendors. The requirements under the Happiest Minds' Vendor's Code of Conduct focus on Freedom of employment and association, eradication of child labor, safe and hygienic working conditions, appropriate pay and working hours, humane and non-discriminatory treatment, anti-bribery and corruption, and environmental awareness.



ENVIRONMENTAL, SOCIAL AND GOVERNANCE

Human Rights

As our Mission states, 'Happiest People . Happiest Customers' we have always strived to protect the Human rights interest through the constitution of various internal policies such as:

Slavery and Human Trafficking Policy

We have a zero-tolerance approach to modern slavery and are committed to acting ethically and with integrity in all our business dealings and relationships.

Anti-Sexual Harassment Policy

An internal Committee has been set up to redress complaints received regarding sexual harassment. We have also appointed a lawyer as an external Committee member, who specializes in the Prevention of Sexual Harassment ("POSH") and Protection of Children against Sexual Offences Acts. All Happiest Minds who are a victim of or witnesses to sexual harassment or discrimination may raise a complaint in our internal WE HEAR Portal, either anonymously or by disclosing their identity.

Grievance Resolution Policy

The objective of this Policy is to provide guidelines to the Happiest Mind while raising issues or concerns occurred at the workplace to ensure they are addressed in a structured manner, encouraging each Happiest Mind to maintain a healthy work environment.

Equal Opportunity Statement

Happiest Minds certifies its support against discrimination and ensures that equal opportunities are administered in all aspects of employment including recruitment, training conditions of service, career progression, termination, or retirement, etc. This is also intended to guide Happiest Minds at all levels to act fairly and prevent discrimination and comply with applicable laws.

Health and Safety Policy

This health, safety and security policy of Happiest Minds elucidates to help protect its team member's health situation in case of an emergency and against any hazards and disaster that occurs while being at the office premises.

Whistle Blower Policy

This Policy encourages our people who have concern(s) about any actual or potential violation of the legal & regulatory requirements, incorrect or misrepresentation of any financial statements and reports, etc. any claim of theft or fraud, and any claim of retaliation for providing information to or otherwise assisting the Audit Committee, to come forward and express his/her concern(s) without fear of punishment or unfair treatment.

Data Privacy and Security

Happiest Minds started implementing General Data Protection Regulation (GDPR) in 2018 which marked our journey toward data privacy and security. Initial assessments were conducted following which, our team created data flow maps, evaluated corporate functions, and assessed privacy risks by deploying mitigation measures and control accordingly.

Some of the key policies/practices include:

Release of Happiest Minds Privacy Policies

Appointment of a Data Protection Officer (DPO)

Establish Contracts and Data Protection Agreements (DPA) with Third-Party Processors

Privacy Training and Awareness Programs

Performing Data Privacy Impact Assessment (DPIA)

Defining Data Breach Notification and Response Process

Our ever-increasing demand for data privacy obligations and data privacy laws across the globe prompted us to implement ISO 27701, a Privacy Information Management System (PIMS) in December 2022 which effectively helped to document and practice standardized privacy policies and procedures.

Key Capabilities of the Integrated Information Security and Privacy System

Data Inventory

To track and record the accuracy, validation, and completion of Personal Information (PI).

Data Subject Requests

Processes, means and mechanisms are defined to facilitate data subject rights to raise requests such as data deletion, unsubscribing or to update or opt out of a sale, etc.

Data Security

To promote privacy requirements such as "Privacy by design" and "Privacy by default" in the software development process, enable data security across the infrastructure to control unauthorized data access/leakages along with other existing security procedures and practices.

Data Classification

All types of data collected and retained are classified to identify confidential and personal information versus public data.

Vendor Management

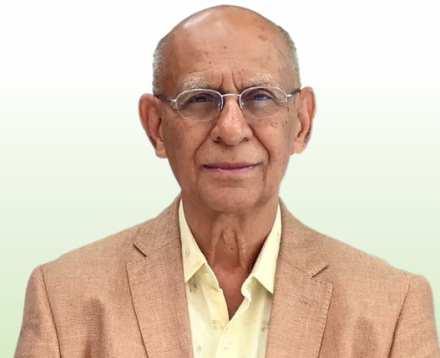
To establish a comprehensive inventory of vendor who has a business relationship with Happiest Minds.

Oversight and Monitoring

Conduct audit programs and privacy reviews to ensure the proper implementation of security and privacy measures.



MANAGEMENT & LEADERSHIP



Ashok Soota
Executive Chairman

M M M BoD

Ashok Soota, a serial entrepreneur, and a pioneer of the Indian IT industry has led two companies to very successful IPOs: Happiest Minds (2020) and Mindtree (2007). He has been the President of the Confederation of Indian Industry (CII), a member of the Prime Minister's Task Force for IT and was on the Advisory Council for the World Intellectual Property Organization, Geneva. He is a Fellow of INAE and CSI and on the Board of Governors of the Asian Institute of Management (AIM), Philippines. He is a recipient of multiple awards for IT Person of the Year (Dataquest and Elcina) and Lifetime Achievement (ICSI, Financial Express, Dataquest and Chiratae Ventures, earlier IDG). In April 2022, Ashok announced the creation of Happiest Health, a knowledge enterprise focusing on health & wellness. In April 2021, he launched SKAN, India's first private sector, a non-profit organization dedicated to medical research on aging, neurological disorders, and the gut-microbiome axis. He also established in 2011 Ashirvadam, a Trust for environmental projects and assistance to the needy. Ashok has been included in Forbes' Asia Top 15 list of philanthropists in 2022.

Joseph Anantharaju
Executive Vice Chairman & CEO,
Product Engineering Services (PES)

M C M EB BoD

Joseph Anantharaju has over 25 years of professional experience and is primarily focused on helping technology and digital engineering companies unlock new growth levers. In 2011, Joseph became one of the co-founders of Happiest Minds. His instrumental role in establishing the Company's Product Engineering Services (PES) business unit helped substantiate its digital credentials and contributed to a successful IPO. Along with leading PES, Joseph offers guidance to the People Practice, Talent Acquisition, Operations, and Technology functions of Happiest Minds to ensure alignment with company strategy and customer interests. Joseph started his career in banking and manufacturing before foraying into the world of IT. Previously, he owned the P&L responsibility at Mindtree for the Microsoft Strategic business unit. In his stint with Aztecsoft (later acquired by Mindtree), he was first responsible for rapidly scaling it into a multi-million \$ account.

Venkatraman Narayanan
Managing Director & CFO

M M M M EB BoD

With over 28 years of experience in general management, operations, finance and law, Venkatraman Narayanan is a fellow member of the Institute of Chartered Accountants of India and has been associated with our Company since April 2015. Prior to Happiest Minds, Venkat was CFO of Sonata Software, TeamLease Services, Perot Systems TSI (India), Transworks Information Services (through Aditya Birla Management Center), Mindtree, Director - Operations Oracle, and Senior Consultant at Arthur Andersen. He also served on the Board of Sonata's subsidiaries and Perot Systems.

Anita Ramachandran
Independent Director

M M C M M BoD

Founder of Cerebrus Consultants, Anita Ramachandran has over 40 years of experience as a management consultant in leading organizations. She is one of the first generations of women professionals to successfully spearhead an HR consulting and services organization. She has also worked with more than 700 companies across locations on a wide variety of HR projects. A thought leader and strategist, she is recognized as an authoritative figure in the compensation and rewards area under Reward Management in India. She works with several PE firms, mentors start-ups, and supports organizations in the social sector. Anita is currently on the Board of Grasim, Metropolis Healthcare, Kotak Life, Happiest Minds, and several other companies.



Board Committees

- AUDIT
- NOMINATION, REMUNERATION & BOARD GOVERNANCE
- CSR
- ADMINISTRATIVE AND STAKEHOLDERS RELATIONSHIP
- RISK MANAGEMENT
- STRATEGIC INITIATIVES

Ⓢ CHAIRPERSON Ⓜ MEMBER

EB EXECUTIVE BOARD MEMBER BoD BOARD OF DIRECTORS



Rajendra Srivastava
Independent Director

C C BoD

A distinguished scholar, Rajendra Srivastava is the Novartis Professor of Marketing Strategy and Innovation at the Indian School of Business (Hyderabad and Mohali, India). He also holds several prominent positions across academic institutions around the world. His research, spanning marketing and finance/economics, has been published in various leading journals. A recipient of multiple research awards, his work on Market-Based Assets in the JM received the Maynard Award, MSI/Paul Root Award and AMA-Sheth Foundation Award. His thought leadership is reflected in approximately 23,000 Google Citations referencing his work. He has consulted and delivered executive development programs across North and Latin America, Europe and Asia for multiple large technology and financial services firms.

Shuba Rao Mayya
Independent Director

C M C M M BoD

Shuba Rao Mayya has been associated with us since June 4, 2020, and has 30 years of experience in banking and insurance. Previously, she served as the Vice President at ICICI, Senior Vice President and Head - CSO branch operations at ICICI Prudential Life Insurance Company, and a General Manager at Tata Consultancy Services (previously TCS eServe). She also serves as an Independent Director on the Boards of Ace Designers, Ace Manufacturing System, Stovekraft, Le Travenues Technology Limited, and Confirm Ticket Online Solutions Private Limited (a material subsidiary company of Le Travenues Technology Limited).

Rajiv Shah
President & CEO,
Digital Business Services (DBS)

EB

An inspiring leader, Rajiv Shah is known for his 30 years of extensive experience across different sectors. He has also served in Board-level positions at Wipro Technologies, and IBS Software Services among others. He spearheaded various facets of IBS through global expansion, initiated acquisitions and integration of niche product companies, and facilitated a major transaction to provide a profitable exit to shareholders. He also led the financial and healthcare business units at Wipro and ran businesses as the CEO and Executive Director of other major IT companies.

Ram Mohan C
President and CEO,
Infrastructure Management and Security Services (IMSS)

EB

A seasoned and thoughtful leader, Ram Mohan has previously held notable positions at Mindtree: CISO, EVP, and Global Head of IMS for Enterprise Integration, Mainframe services, and APAC business. Before that, he was EVP - Operations of e4e. He was also the founder and COO of Vinciti Networks. With rich experience in service & product companies, Ram has 35+ years of experience in IMTS, including 25 years in senior management positions. He has played a key role in M&A activities. He has been a recipient of the CSO Award, the coveted Chairman's Award at Happiest Minds.



Board Committees

- AUDIT
- NOMINATION, REMUNERATION & BOARD GOVERNANCE
- CSR
- ADMINISTRATIVE AND STAKEHOLDERS RELATIONSHIP
- RISK MANAGEMENT
- STRATEGIC INITIATIVES

C CHAIRPERSON M MEMBER

EB EXECUTIVE BOARD MEMBER BoD BOARD OF DIRECTORS

OFFICERS OF THE COMPANY



Aurobinda Nanda
President – Operations & Deputy Chief
Executive Officer, PES



Ganapathi T.B
Executive Vice President & Chief Operating Officer, IMSS



Praveen Kumar Darshankar
Vice President & Head of Legal, Company Secretary & Compliance Officer



Preeti Menon
Senior Vice President & Global Delivery Head, PES



Priya Kanduri
Senior Vice President & CTO, IMSS



Raja Sekher
Executive Vice President & Head – Engineering & Business Excellence



Ramu MR
Vice President & Head of CoE - Digital Process Automation



Sachin Khurana
Vice President & Chief People Officer



Sajith S Kumar
Senior Vice President & Chief Information Officer



Sridhar Mantha
Executive Vice President & Chief Technology Officer



Sundar Ramaswamy
Senior Vice President & Head of CoE - AI/Analytics



Vijay Bharti
Senior Vice President, CISO, Head - Cyber Security Practice

GRI CONTENT INDEX

Statement of use

Happiest Minds Technologies Limited has reported the information cited in this GRI content index for the period FY 2022-23 with reference to the GRI Standards.

GRI 1 used

GRI 1: Foundation 2021

GRI STANDARD	DISCLOSURE	LOCATION
GRI 2: General Disclosures 2021	2-1: Organizational details	Pages 15, 112 & Refer 'Corporate Information' (at the end of the Integrated Annual Report)
	2-2: Entities included in the organization's sustainability reporting	Page 15
	2-3: Reporting period, frequency and contact point	Page 7 & Refer 'Corporate Information' (at the end of the Integrated Annual Report)
	2-6: Activities, value chain and other business relationships	Pages 46-59
	2-7: Employees	Page 164
	2-9: Governance structure and composition	Pages 88-96, 152
	2-10: Nomination and selection of the highest governance body	Pages 103, 148
	2-11: Chair of the highest governance body	Page 152
	2-12: Role of the highest governance body in overseeing the management of impacts	Pages 62-67, 147-151
	2-13: Delegation of responsibility for managing impacts	Pages 147-151
	2-14: Role of the highest governance body in sustainability reporting	Pages 67, 167
	2-15: Conflicts of interest	Pages 154, 169
	2-16: Communication of critical concerns	Pages 90, 148, 150, 160, 165
	2-18: Evaluation of the performance of the highest governance body	Pages 103, 146, 149
	2-19: Remuneration policies	Pages 103, 120, 121, 152
	2-20: Process to determine remuneration	Page 103
	2-21: Annual total compensation ratio	Page 113
	2-22: Statement on sustainable development strategy	Pages 62-64
	2-23: Policy commitments	Pages 67, 89-90 and https://www.happiestminds.com/investors/policy-documents/
	2-24: Embedding policy commitments	Pages 71, 106, 145, 151
	2-25: Processes to remediate negative impacts	Pages 90, 172, 175
	2-26: Mechanisms for seeking advice and raising concerns	Pages 90, 104, 175
	2-27: Compliance with laws and regulations	Pages 154, 155, 168, 169, 180
2-28: Membership associations	Page 182	
2-29: Approach to stakeholder engagement	Pages 32-33	
2-30: Collective bargaining agreements	Page 172	
GRI 3: Material Topics 2021	3-1: Process to determine material topics	Page 34
	3-2: List of material topics	Page 34
	3-3: Management of material topics	Pages 35-37
GRI 201: Economic Performance 2016	201-1: Direct economic value generated and distributed	Pages 46-47, 68
	201-2: Financial implications and other risks and opportunities due to climate change	Pages 35, 71
	201-3: Defined benefit plan obligations and other retirement plans	Pages 171, 218, 246

GRI STANDARD	DISCLOSURE	LOCATION
GRI 202: Market Presence 2016	202-1: Ratios of standard entry level wage by gender compared to local minimum wage	Page 175
GRI 203: Indirect Economic Impacts 2016	203-1: Infrastructure investments and services supported	Page 83 (Sustainable projects at VidyaKshetra)
GRI 205: Anti-corruption 2016	205-2: Communication and training about anti-corruption policies and procedures	Pages 89, 168, 169
	205-3: Confirmed incidents of corruption and actions taken	Page 169
GRI 207: Tax 2019	207-1: Approach to tax	Pages 138, 205, 219
	207-2: Tax governance, control, and risk management	Page 219
	207-3: Stakeholder engagement and management of concerns related to tax	Pages 32-37
	207-4: Country-by-country reporting	Pages 258, 284, 341, 342
GRI 302: Energy 2016	302-1: Energy consumption within the organization	Page 178
	302-3: Energy intensity	Page 178
	302-4: Reduction of energy consumption	Pages 118, 169, 179
GRI 303: Water and Effluents 2018	303-3: Water withdrawal	Page 178
	303-4: Water discharge	Page 180
	303-5: Water consumption	Page 178
GRI 305: Emissions 2016	305-1: Direct (Scope 1) GHG emissions	Page 179
	305-2: Energy indirect (Scope 2) GHG emissions	Page 179
	305-4: GHG emissions intensity	Page 179
	305-7: Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Page 178
GRI 306: Waste 2020	306-3: Waste generated	Page 179
	306-4: Waste diverted from disposal	Page 179
	306-5: Waste directed to disposal	Page 179
GRI 308: Supplier Environmental Assessment 2016	308-2: Negative environmental impacts in the supply chain and actions taken	Page 73
GRI 401: Employment 2016	401-1: New employee hires and employee turnover	Pages 2, 85, 164
	401-3: Parental leave	Page 171
GRI 403: Occupational Health and Safety 2018	403-9: Work-related injuries	Page 173
	403-10: Work-related ill health	Page 173
GRI 404: Training and Education 2016	404-1: Average hours of training per year per employee	Page 86
	404-2: Programs for upgrading employee skills and transition assistance programs	Pages 86-87, 172
	404-3: Percentage of employees receiving regular performance and career development reviews	Page 172
GRI 405: Diversity and Equal Opportunity 2016	405-1: Diversity of governance bodies and employees	Pages 78, 92-95, 164
GRI 406: Non-discrimination 2016	406-1: Incidents of discrimination and corrective actions taken	Page 176
GRI 418: Customer Privacy 2016	418-1: Substantiated complaints concerning breaches of customer privacy and losses of customer data	Page 185

www.happiestminds.com

