

Happiest Minds is a digital transformation IT consulting & services company focusing on Big Data, Analytics, Cloud, Mobility & Security for better business.

Our ESG Vision is **“Happiest People. Happiest Planet. Happiest Customers. Happiest Business.”**

In this endeavor, we aim to adopt an integrated ESG approach, where economic goals will be attained through conscious efforts of conserving our planet and its natural resources.

Being ‘**AI First. Agile Always.**’ we are ever ready for quick adoption and integration of emerging technologies that fundamentally changes how an organization operates and creates value for its people and the planet.

As a Company, 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.

The Company’s focus is to engage with and communicate this approach across its value chain with all our stakeholders. The company considers achieving sustainability objectives just as important as meeting financial ones. To attain this, ESG goals shall be integrated into core decision-making processes and governance structure.

We continually increase our ESG performance and develop solutions and services to create lasting and sustainable impact for all our stakeholders. The ESG goals of the Company will be regularly monitored with key performance indicators to ensure effective implementation across operations and achieve continual improvement.

Version History

Version	Created/ Modified by	Reviewed by	Authorized by	Approval/Modification Date	Description of change
1.0	ESG Head	Company Secretary	Board of Directors	May 05,2022	Original Policy
2.0	Secretarial Team	Company Secretary	Board of Directors	May 12, 2025	Reviewed
3.0	Secretarial Team	Company Secretary	Board of Directors	May 11, 2026	Amended