

September 23, 2025

Listing Compliance & Legal Regulatory
BSE Limited
Phiroze Jeejeebhoy Towers Dalal Street,
Mumbai 400 001
Stock Code: 543227, 974820 & 975101

Listing & Compliance
National Stock Exchange of India Limited
Exchange Plaza, Bandra Kurla Complex
Bandra East, Mumbai 400 051
Stock Code: HAPPSTMNDS

Dear Sir/Madam,

Sub: Press Release - Happiest Minds Technologies sees negligible business impact from H-1B Visa Fee Hike

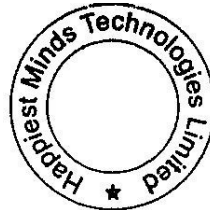
Pursuant to Regulation 30 of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, enclosed herewith is a press release issued by the Company on the captioned subject, the content of which is self-explanatory.

This is for your information and records.

Thanking you,

Yours faithfully,

For **Happiest Minds Technologies Limited**



Praveen Kumar Darshankar
Company Secretary & Compliance Officer
Membership No. F6706

Happiest Minds Technologies sees negligible business impact from H-1B Visa Fee Hike

Bengaluru, & Seattle, September 23rd, 2025: Happiest Minds Technologies Limited (NSE, BSE: HAPPSTMNDS), an AI-led customer-first digital engineering and Mindful IT company, today announced that the recent increase in H-1B visa fees will have a negligible business impact on its operations and business outlook.

Joseph Anantharaju, Co-Chairman & CEO, Happiest Minds, said, "In CY 2024 and CY 2025 till date, we had just 4 and 2 Happiest Minds, respectively, travel to the U.S. on H-1B visas. This is in line with our strategy to have a larger offshore footprint while reducing our visa dependencies. I would like to call this our '**H-1B Outlier Advantage**', which sets us apart in the industry. We also expect other Indian IT service providers with higher H-1B dependence to adapt."

Venkatraman Narayanan, Managing Director, Happiest Minds said, "Over the past 14 years, we have built a robust offshore-centric delivery model, with 94% of our people based in India and nearly 95% of our revenues generated outside of U.S. onsite operations. This strategic focus not only drives cost efficiencies but also enables us to consistently deliver high-quality digital solutions to our clients worldwide. Our offshore centricity is a key differentiator. We expect the proposed visa fee increase to have a negligible impact on our business. Our future utilization of H-1B visas will be guided purely based on the need for expertise and economics."

Happiest Minds remains committed to its vision of "*Happiest People . Happiest Customers.*" and will continue to drive innovation, foster excellence and deliver exceptional value to its global customers.

About Happiest Minds

[Happiest Minds Technologies Limited](#) (BSE, NSE: HAPPSTMNDS) is an AI-led customer-first digital engineering and Mindful IT company. With a verticalized approach that spans from chip to cloud, Happiest Minds delivers secure and scalable solutions across product engineering, cybersecurity, analytics, and automation platforms powered by enterprise-ready [Gen-AI](#) capabilities. The company brings purpose and precision to every engagement, helping enterprises solve complex business challenges and fast-track their digital evolution across industry sectors such as [Banking, Financial Services](#) & [Insurance](#) (BFSI), [EdTech](#), [Healthcare & Life Sciences](#), Hi-Tech and [Media & Entertainment](#), Industrial, [Manufacturing](#), [Energy & Utilities](#), and [Retail, CPG](#) & Logistics.

To enhance its industry-focused solutions, Happiest Minds has built a growing portfolio of proprietary platforms, including [Arthta](#), a unified digital payments suite that powers seamless and inclusive financial experiences, and [FuzionX Gaming Studio](#), a hub for high-performance game development that blends creativity with advanced technology. The company complements these with strong global partnerships with Microsoft, AWS, Google, and other technology leaders.

Happiest Minds' culture of innovation, trusted governance framework, and people-first philosophy have been widely acknowledged, with recognitions such as the Brandon Hall Group Awards for Excellence in Learning and Development, Top Workplaces 2025–USA, CNBC-TV18 India Risk Management Award 2025 and the 3AI ACME Awards 2025 for leadership in AI and analytics. Headquartered in Bengaluru, India, Happiest Minds operates with the mission of '*Happiest People . Happiest Customers*', and has expanded its presence across the Americas, UK, Europe, Australia, the Middle East, Africa, and Asia.

As of June 2025, Happiest Minds generates annualized revenues in excess of \$270 million, has a people strength of over 6,500 across 43 global offices, and serves 280+ customers, including 85+ billion-dollar corporations.

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