

January 27, 2026

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: HAPSTMNDS

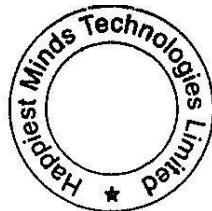
Dear Sir/Madam,

Sub: Press Release - Happiest Minds Recognized as Top Employer India 2026 for People-First Practices

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 Recognized as Top Employer India 2026 for People-First Practices

Bengaluru, Seattle, and London, January 27, 2026: Happiest Minds Technologies Limited (NSE: HAPSTMNDS), an AI First, customer-obsessed digital engineering and Mindful IT company committed to delivering 'Happiest People . Happiest Customers' has been certified as a **Top Employer India 2026** by the Top Employers Institute.

The certification recognizes Happiest Minds' sustained focus on building a people-first, inclusive, and high-performing workplace. It follows a rigorous, independent assessment of the company's people practices across areas such as people strategy, leadership, learning and development, wellbeing, diversity and inclusion, talent acquisition, digital HR, and people analytics. **Happiest Minds was assessed alongside more than 2,400 organizations globally and achieved an overall score of 92 percent, significantly higher than the industry benchmark of 85 percent.**

As part of the certification, Happiest Minds' people friendly practices were reviewed across six core HR areas: Steer, Shape, Attract, Develop, Engage, and Unite, covering the entire employee lifecycle. **The review spanned 20 strategic focus areas**, including workforce planning, leadership development, diversity and inclusion, wellbeing, learning, performance, and culture.

The evaluation included multiple rounds of verification to ensure policies and practices truly reflect the employee experience.



Joseph Anantharaju, Co-Chairman & CEO, Happiest Minds Technologies, said, "The Top Employer India 2026 certification reflects the rigor and consistency with which our people systems have been built over time. Being assessed across more than 2,400 organizations globally and achieving an overall score of 92 percent, well above the industry standard of 85 percent, gives us confidence that our people practices are operating at a high level across the organization. What stands out for me is the clear alignment between our mission, leadership intent, and the experience our people have every day."

Venkatraman Narayanan, Managing Director, Happiest Minds Technologies, added, "It is exciting to see our fundamentals come through clearly. Our emphasis has always been on building clear, consistent, and scalable people processes. From hiring and onboarding to performance management and succession, we have worked towards fairness, transparency, and disciplined execution, and it clearly reflects the impact of our approach across the organization."

Sachin Khurana, Chief People Officer, Happiest Minds Technologies, said, "This recognition belongs to our people and the culture they build every day. We have focused on listening, supporting growth, and creating an environment where individuals feel included, valued, and motivated to do their best work. Being

recognized as Top Employer India 2026 validates the effort our teams put into shaping a workplace where people genuinely want to stay and grow."

Happiest Minds will continue to evolve its people practices with a strong focus on employee feedback, leadership capability, and inclusive growth, while enabling individuals to thrive and contribute meaningfully to the company's long-term success.

About Happiest Minds

[Happiest Minds Technologies Limited](#) (BSE, NSE: [HAPPSTMNDS](#)) is an AI First, customer-obsessed digital engineering and Mindful IT company committed to delivering '*Happiest People . Happiest Customers*'. With an integrated approach that spans from chip to cloud, Happiest Minds delivers secure and scalable solutions across product engineering, cybersecurity, analytics , and automation platforms. Happiest Minds 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.

Happiest Minds' innovation-led strategy is powered by deep expertise in disruptive tech including [Gen AI](#) and strategic partnerships with global technology leaders like Microsoft and AWS, along with a growing portfolio of proprietary platforms including [Arttha](#), a unified digital

payments suite designed to enable seamless and inclusive financial experiences, [Insurance in a Box](#), a modular digital insurance platform powered by InsuranceGPT to help insurers build, automate, and scale AI-driven products and workflows., and [FuzionX Gaming Studio](#), a game development hub focused on building high-performance gaming experiences that integrate creativity with advanced technology.

Happiest Minds has been honored by both the Golden Peacock Awards and the Institute of Company Secretaries of India (ICSI) for its exemplary Corporate Governance practices. Guided by its mission of '*Happiest People . Happiest Customers*' and consistently recognized as a great place to work, Happiest Minds is headquartered in Bengaluru, India, with a global presence across the Americas, UK, Europe, Australia, the Middle East, Africa, and Asia.

As of Sep 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 290+ customers, including 85+ billion-dollar corporations.

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