

July 31, 2025

Listing Compliance & Legal Regulatory
BSE Limited
Phiroze Jeejeebhoy Towers Dalal
Street, Mumbai 400001
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: Communication to Shareholders – Financial Results for the Quarter ended June 30, 2025

With reference to our letter dated July 29, 2025, please find enclosed herewith an e-mail communication dated July 31, 2025, pertaining to key highlights of the Company's performance for the quarter ended June 30, 2025, which has been sent to all the shareholders whose e-mail IDs are registered with the Company/Depositories.

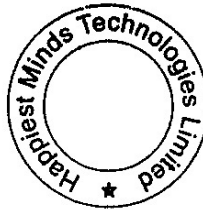
This is for your information and records.

Thanking you,

Yours faithfully,

For **Happiest Minds Technologies Limited**

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



REVENUES

\$ 64.4 M

CC REVENUE GROWTH

QoQ **2.3%** ▲
YoY **17.5%** ▲

Clients

285

People

6,523

PAT

₹5,713 lakhs

QoQ **68%** ▲
YoY **12%** ▲

EBITDA

₹12,405 lakhs

QoQ **12.9%** ▲
YoY **6.3%** ▲

OPERATING MARGIN

₹ 9,722 lakhs

QoQ **19.7%** ▲
YoY **5.8%** ▲

Dear Shareholders,

Geetings from Happiest Minds Technologies Limited

The Board of Directors of the Company at their meeting held on July 29, 2025, has approved the unaudited financial statements of the Company for the quarter ended as on June 30, 2025.

Please find the shareholder's report on the financial results and related matters attached herewith.

For further details, you can visit the Company's website

<https://www.happiestminds.com/investors/>

Thanking you,
Yours faithfully,

Praveen Kumar Darshankar
Company Secretary & Compliance Officer
Happiest Minds Technologies Limited

“

Our strong start to Q1 FY26 underscores the continued confidence our customers place in us and the impact of our differentiated digital capabilities. As we harness the transformative power of Generative AI and deep tech, Happiest Minds remains steadfast in delivering purposeful innovation and long-term value. With a sharp focus on mindful execution, customer-centricity, & technology leadership, we are well-positioned to sustain double-digit growth for the year and have laid a foundation for achieving three consecutive years of double-digit growth.

ASHOK SOOTA

CHAIRMAN & CHIEF MENTOR

“

We have delivered a strong Q1 performance with revenues of US \$64.4 Million, marking 2.3% q-o-q and 17.5% y-o-y growth in constant currency. This momentum reflects the contribution of the ten transformations we have undertaken to drive our growth. Our differentiated capabilities in Generative AI, Data, and Cybersecurity—combined with our verticalized structure—position us as the partner of choice. We remain confident in our ability to scale impact and drive sustainable growth for our clients and stakeholders.

JOSEPH ANANTHARAJU

CO-CHAIRMAN & CEO

“

Even as we continue to invest into AI and strengthen our sales engine, we have delivered 20 quarters of sequential growth with a robust EBITDA of 21.4%. Our unwavering focus remains on driving sustainable growth, enhancing operational efficiency, and consistently creating long-term value for our shareholders.

VENKATRAMAN NARAYANAN

MANAGING DIRECTOR

KEY PROJECT WINS

For a Global Home Improvement Retail Chain, Happiest Minds is custom building solutions for their key Finance and IT programs

For a Multinational Logistics Company, Happiest Minds is providing Gen AI services to accelerate innovation and enhance productivity.

For a US Airport, Happiest Minds and Tech4TH have been selected as the implementation partners for the platform to provide a next-gen customer interaction experience.

For a US Healthcare company, Happiest Minds is implementing a large database transformational program for migration from on-premises to AWS Cloud.

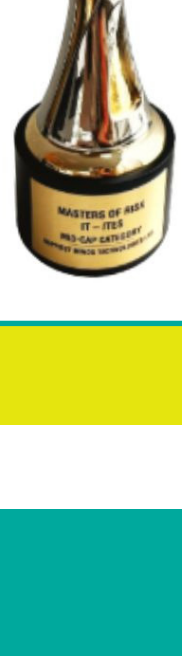
For a US-based Insurance & Financial solutions company, Happiest Minds has been chosen as an implementation partner for their GenAI workflow automation.

For a US Education Training provider, Happiest Minds is building its LMS platform.

For an Australian Mining Services company, Happiest Minds is providing IT infrastructure and cybersecurity implementation services.

For an Australian Furniture & Homewares retailer, Happiest Minds has been engaged to partner in the modernization of their data platform.

AWARDS

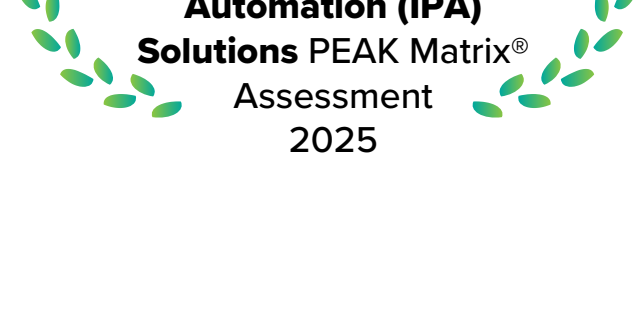
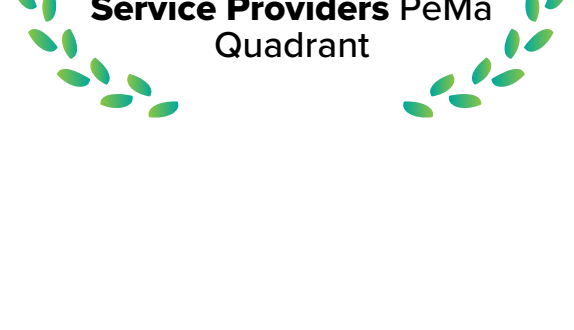


Happiest Minds Won the

CNBC-TV18 India Risk Management

Award 2025

ANALYST MENTIONS



Dear Stakeholder,

We are pleased to share that FY26 has started on a strong note for Happiest Minds. In Q1, your company delivered total income of ₹580 crore, up 18.5% year-on-year, despite currency headwinds. This also marks our 20th consecutive quarter of sequential growth, a reflection of the strength and consistency of our business model.

EBITDA stood at ₹124 crore, with a healthy margin of 21.4%, firmly within our guided range of 20% to 22%. We also saw significant improvements in key metrics, with ROCE at 23%, ROE at 14.1%, and utilization at a multi-quarter high of 78.9%.

As part of our transformation agenda, we continued to invest in GenAI, integrate recent acquisitions and strengthen our sales engine. These initiatives are positioning us for long-term success.

As we move through FY26, we remain focused on delivering consistent, profitable growth while building a resilient and responsible business that benefits all our stakeholders.

We thank you for your continued trust and support

Key financial and operational highlights for the quarter are given below. For any questions, please reach out to IR@happiestminds.com

Thanking you,
Yours faithfully,

Venkatraman Narayanan
Managing Director

Key Financial Metrics

All amounts in ₹ Lakhs unless stated otherwise

| Particulars | Q1 FY26 | Q4 FY25 | QoQ | Q1 FY25 | YoY |
|--|---------------|---------|--------------|---------|---------------|
| Revenues (\$'000) | 64,359 | 62,919 | 2.3% | 55,547 | 15.9% |
| Growth in CC | | | 2.3% | | 17.5% |
| Revenues | 54,990 | 54,457 | 1.0% | 46,382 | 18.6% |
| <i>Other Income</i> | 3,003 | 2,595 | | 2,544 | |
| Total Income | 57,993 | 57,052 | 1.7% | 48,926 | 18.5% |
| Operating Margin¹ | 9,722 | 8,125 | 19.7% | 9,193 | 5.8% |
| % | 17.6% | 15.0% | | 19.8% | |
| EBITDA | 12,405 | 10,984 | 12.9% | 11,671 | 6.3% |
| % | 21.4% | 19.3% | | 23.9% | |
| <i>Finance Cost</i> | 2,387 | 2,379 | | 1,983 | |
| <i>Depreciation</i> | 1,183 | 1,201 | | 914 | |
| Profit before Non Cash/Exceptional | 8,836 | 7,401 | 19.4% | 8,774 | 0.7% |
| % | 15.2% | 13.0% | | 17.9% | |
| <i>Amortization/Unwinding Interest²</i> | 1,148 | 1,145 | | 1,422 | |
| <i>Exceptional Item</i> | - | 1,216 | | 643 | |
| PBT | 7,687 | 5,038 | 52.6% | 6,841 | 12.4% |
| % | 13.3% | 8.8% | | 14.0% | |
| Tax | 1,974 | 1,638 | | 1,738 | |
| % | 3.4% | 2.9% | | 3.6% | |
| PAT | 5,713 | 3,400 | 68.0% | 5,103 | 12.0% |
| % | 9.9% | 6.0% | | 10.4% | |
| Adjusted PAT³ | 6,862 | 5,761 | 19.1% | 7,168 | (4.3)% |
| % | 11.8% | 10.1% | | 14.7% | |
| Adjusted Earnings per Share (₹)⁴ | 4.55 | 3.83 | | 4.76 | |

Note:

1 – Operating Margin is EBITDA excluding other income

2 – Amortization and unwinding interest are non-cash items related to acquisition

3 – Adjusted PAT is Adjusted for exceptional items and amortization of intangibles

4 – Adjusted EPS is Adjusted for exceptional items and amortizations of intangibles

Financial highlights

Quarter ended June 30, 2025

- Revenue in constant currency grew 2.3% q-o-q and 17.5% y-o-y
- Operating Revenues in US\$ stood at \$64.4 million, growing 2.3% q-o-q and 15.9% y-o-y
- Total income of ₹ 57,993 lakhs grew 1.7% q-o-q and 18.5% y-o-y
- EBITDA of ₹ 12,405 lakhs stood at 21.4% of Total Income. Growth of 12.9% q-o-q and 6.3% y-o-y
- PAT of ₹ 5,713 lakhs 9.9% of Total Income. Growth of 68% q-o-q and 12% y-o-y
- Adjusted PAT and EPS (adjusted only for non-cash charges and exceptional items), a more reliable profitability measures stood at:
 - Adjusted PAT of ₹ 6,862 lakhs at 11.8% of Total income. Growth of 19.1% q-o-q
 - Adjusted EPS at ₹ 4.55

Business Highlights

Clients:

- 285 as of June 30, 2025
- 17 additions in the quarter

Our People - Happiest Minds:

- 6,523 Happiest Minds as of June 30, 2025
- Trailing 12-month attrition of 18.2% (16.6% in the previous quarter)
- Utilization of 78.9%, from 77.3% in last quarter

Key wins:

- For a **Global Home Improvement Retail Chain**, Happiest Minds is custom building solutions for their key Finance and IT programs.
- For a **Multinational Logistics Company**, Happiest Minds is providing Gen AI services to accelerate innovation and enhance productivity.
- For a **US Airport**, Happiest Minds and Tech4TH have been selected as the implementation partners for the platform to provide a next-gen customer interaction experience.
- For a **US Healthcare company**, Happiest Minds is implementing a large database transformational program for migration from on-premises to AWS Cloud.
- For a **US-based Insurance & Financial solutions company**, Happiest Minds has been chosen as an implementation partner for their GenAI workflow automation.
- For a **US Education Training provider**, Happiest Minds is building its LMS platform.
- For an **Australian Mining Services company**, Happiest Minds is providing IT infrastructure and cybersecurity implementation services.
- For an **Australian Furniture & Homewares retailer**, Happiest Minds has been engaged to partner in the modernization of their data platform.

Award Wins:

- Happiest Minds has won the **CNBC-TV18 India Risk Management Award 2025**

Analyst Mentions:

- Happiest Minds is among '**Seasoned Vendors**' in AIM Research's PeMa Quadrant for Data Engineering Service Providers 2025
- Happiest Minds is among '**Aspirants**' in Everest Group's Intelligent Process Automation (IPA) Solutions PEAK Matrix® Assessment 2025

Extract of the Unaudited Consolidated Financial Results for the quarter ended June 30th, 2025

| Happiest Minds Technologies Limited CIN : L72900KA2011PLC057931 Regd. Office: #53/1-4, Hosur Main Road, Madivala (next to Madivala Police Station) Bangalore 560 068, Karnataka, India Website: www.happiestminds.com , Email: IR@happiestminds.com , Tel: +91 80 6196 0300 | | | | |
|--|---------------|----------------|---------------|-----------------|
| (Rs. in lakhs) | | | | |
| Statement of Unaudited Consolidated Financial Results for the quarter ended June 30, 2025 | | | | |
| Particulars | Quarter ended | | | Year ended |
| | June 30, 2025 | March 31, 2025 | June 30, 2024 | March 31, 2025 |
| | (Unaudited) | Refer note 2 | (Unaudited) | Audited |
| I. Revenue | | | | |
| (a) Revenue from operations | 54,990 | 54,457 | 46,382 | 2,06,084 |
| (b) Other income | 3,003 | 2,595 | 2,544 | 10,138 |
| Total revenue | 57,993 | 57,052 | 48,926 | 2,16,222 |
| II. Expenses | | | | |
| (a) Employee benefits expense | 37,545 | 35,916 | 29,986 | 1,36,534 |
| (b) Finance costs | 2,482 | 2,474 | 1,983 | 9,948 |
| (c) Depreciation and amortisation expense | 2,236 | 2,255 | 2,204 | 8,870 |
| (d) Other expenses | 8,043 | 10,153 | 7,912 | 34,108 |
| Total expenses | 50,306 | 50,798 | 42,085 | 1,89,460 |
| III. Profit before exceptional items and tax (I-II) | 7,687 | 6,254 | 6,841 | 26,762 |
| IV. Exceptional items: charge / (credit) (refer note 4 & 5) | - | 1,216 | - | 1,216 |
| V. Profit before tax (III-IV) | 7,687 | 5,038 | 6,841 | 25,546 |
| VI. Tax expense | | | | |
| Current tax | 2,184 | 1,940 | 2,114 | 8,443 |
| Deferred tax | (210) | (302) | (376) | (1,363) |
| Total Tax expense | 1,974 | 1,638 | 1,738 | 7,080 |
| VII. Profit for the period / year (V-VI) | 5,713 | 3,400 | 5,103 | 18,466 |
| VIII. Other comprehensive income, net of tax [(loss)/profit] | | | | |
| (i) Items to be reclassified to profit or loss in subsequent periods / year | | | | |
| a) Exchange difference on translation of foreign operation | (23) | (85) | (36) | 421 |
| b) Net change in fair value of derivatives designated as cash flow hedges | 127 | 896 | 144 | (292) |
| c) Income tax effect on item (b) above | (32) | (226) | (36) | 73 |
| (ii) Items not to be reclassified to profit or loss in subsequent periods / year | | | | |
| a) Net change in equity instruments through other comprehensive income | - | - | - | (503) |
| b) Income tax effect on item (a) above | - | - | - | 106 |
| c) Re-measurement of defined benefit plans | 7 | (176) | (39) | (553) |
| d) Income tax effect on item (c) above | (2) | 44 | 10 | 139 |
| IX. Total comprehensive income for the period / year (VII+VIII) | 5,790 | 3,853 | 5,146 | 17,857 |
| X. Paid-up equity share capital (Rs. 2/- each) | 3,003 | 3,001 | 2,991 | 3,001 |
| XI. Other equity | | | | 1,54,456 |
| XII. Earnings per share ("EPS") (of Rs. 2/- each) (not annualised for quarters): | | | | |
| Basic EPS (Rs.) | 3.79 | 2.26 | 3.39 | 12.26 |
| Diluted EPS (Rs.) | 3.79 | 2.26 | 3.39 | 12.26 |

Happiest Minds Technologies Limited
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Website: www.happiestminds.com , Email: IR@happiestminds.com , Tel: +91 80 6196 0300

Notes to Statement of Unaudited Consolidated Financial Results for the quarter ended June 30, 2025

1. In terms of Regulation 33 and 52 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations 2015, this Statement of Unaudited Consolidated Financial Results for the quarter ended June 30, 2025 ("Consolidated Financial Results") of Happiest Minds Technologies Limited (the "Holding Company" or the "Company") and its subsidiaries (together referred to as "the Group") has been approved by the Board of Directors at their meeting held on July 29, 2025.

2. The figures for the quarter ended March 31, 2025 are balancing figures between audited figures in respect of full financial year upto March 31, 2025 and the published year-to-date figure upto December 31, 2024 being the date of the end of the third quarter of the financial year. The published year-to-date results upto December 31, 2024 was subjected to a limited review by the Statutory Auditors of the Company.

3. The Unaudited Consolidated Financial Results of the Group have been prepared in accordance with the recognition and measurement principles laid down in the Indian Accounting Standards ("Ind AS") prescribed under section 133 of the Companies Act 2013, as amended, read with relevant rules thereunder and in terms of Regulation 33 and 52 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations 2015, as amended and SEBI Circular No CIR/CFD/CMD/144/2019 dated March 29, 2019.

4. On May 22, 2024, the Group acquired 100% equity interest of PureSoftware Technologies Private Limited ("PSTPL"). The Group paid the cash consideration of INR 63,742 lakhs, INR 118 lakhs on May 22, 2024 and August 19, 2024 respectively, and the shares were transferred on May 27, 2024. As a result of this acquisition, the Group has recorded goodwill of INR 56,373 lakhs and other intangible assets of INR 15,553 lakhs, and a contingent considerations of INR 10,814 lakhs. Costs incurred on the acquisition of about INR 605 Lakhs has been grouped under "Other expenses".

The Group has re-measured the fair value of the contingent consideration and the change in fair value of INR 2,344 Lakhs has been recognised in the statement of profit and loss and disclosed as an 'Exceptional Item' for the quarter and year ended March 31, 2025.

5. On May 24, 2024, the Group acquired 100% membership interest in Aureus Tech Systems LLC ('Aureus'). The Group paid cash consideration of INR 6,608 lakhs and INR 525 lakhs on May 24, 2024 and September 4, 2024 respectively, and the membership interest in Aureus were transferred on May 27, 2024. As a result of this acquisition, the Group has recorded goodwill of INR 4,783 lakhs and other intangible assets of INR 4,398 lakhs, and a contingent considerations of INR 2,425 lakhs. The Group incurred acquisition cost of INR 38 Lakhs and it is grouped under "Other expenses".

The Group has re-measured the fair value of the contingent consideration and the change in fair value of INR 1,128 Lakhs has been recognised in the statement of profit and loss and disclosed as an 'Exceptional Item' for the quarter and year ended March 31, 2025.

6. The Board of Directors of the Group at its meeting held on July 29, 2025 had approved the Scheme of Amalgamation of Aureus Tech Systems Private Limited (Wholly Owned Subsidiary - Transferor Company) with the Company (Holding Company - Transferee Company) and their respective Shareholders and Creditors, pursuant to Sections 230 to 232 and other relevant provisions of the Companies Act, 2013 read with Regulation 37 of SEBI (LODR) Regulation, 2015.

7. The financial results of the Company on a standalone basis is as follows:

| Particulars | Quarter ended | | | Year ended |
|--|---------------|----------------|---------------|----------------|
| | June 30, 2025 | March 31, 2025 | June 30, 2024 | March 31, 2025 |
| | (Unaudited) | Refer note 2 | (Unaudited) | (Audited) |
| Total revenue (including other income) | 43,113 | 45,408 | 39,855 | 1,64,894 |
| Profit before tax | 5,503 | 6,193 | 5,982 | 21,327 |
| Profit for the period / year | 4,058 | 5,776 | 4,384 | 16,856 |
| Total comprehensive income for the period / year ended | 4,141 | 6,302 | 4,458 | 16,265 |

8. The segment reporting of the Group has been prepared in accordance with Ind AS-108 on 'Operating Segments'. The Executive Management of the Group examines performance on the basis of its business units and has identified three reportable segments: Infrastructure Management & Security Services (IMSS), Product and Digital Engineering service ("PDES") and Generative AI Business Services (GBS).

Segment wise revenue and results are as follows:

| Particulars | Quarter ended | | | Year ended |
|--|---------------|----------------|---------------|-----------------|
| | June 30, 2025 | March 31, 2025 | June 30, 2024 | March 31, 2025 |
| | (Unaudited) | Refer note 2 | (Unaudited) | (Audited) |
| 1. Segment revenue | | | | |
| IMSS | 9,445 | 8,919 | 7,992 | 32,832 |
| PDES | 44,191 | 44,357 | 37,677 | 1,69,691 |
| GBS | 1,354 | 1,181 | 713 | 3,562 |
| Total | 54,990 | 54,457 | 46,382 | 2,06,084 |
| 2. Segment results | | | | |
| IMSS | 2,666 | 2,004 | 2,576 | 9,176 |
| PDES | 10,258 | 8,835 | 10,404 | 39,745 |
| GBS | 24 | (253) | (288) | (1,339) |
| Total | 12,948 | 10,586 | 12,692 | 47,583 |
| Unallocable other income | 3,004 | 2,595 | 2,544 | 10,138 |
| Unallocable finance cost | (1,166) | (1,472) | (1,741) | (5,947) |
| Unallocable depreciation and amortisation expenses | (1,142) | (1,144) | (958) | (4,319) |
| Other unallocable expenses | (5,957) | (5,527) | (5,696) | (21,909) |
| Tax (expense) / credit | (1,974) | (1,638) | (1,738) | (7,080) |
| Profit after tax | 5,713 | 3,400 | 5,103 | 18,466 |

Segment wise assets and liabilities are as follows:

| Particulars | As at | |
|-------------------------------|-----------------|-----------------|
| | June 30, 2025 | March 31, 2025 |
| | (Unaudited) | (Audited) |
| 1. Segment assets | | |
| IMSS | 11,130 | 10,639 |
| PDES | 1,49,257 | 1,52,035 |
| GBS | 495 | 248 |
| Other unallocable assets | 1,72,685 | 1,72,984 |
| Total assets | 3,33,567 | 3,35,906 |
| 2. Segment liabilities | | |
| IMSS | 1,568 | 2,648 |
| PDES | 95,252 | 96,570 |
| GBS | 8 | 3 |
| Other unallocable liabilities | 73,308 | 79,227 |
| Total liabilities | 1,70,136 | 1,78,448 |




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Notes to Statement of Unaudited Consolidated Financial Results for the quarter ended June 30, 2025

9. Rules in relation to 'The Code on Social Security, 2020 ('Code') yet to be notified and the final rules/interpretation have not yet been issued. The Group will assess the impact of the Code when it comes into effect.

10. Previous quarter's/ year's figures have been regrouped/ reclassified wherever necessary to conform with current year classification.

11. The above Unaudited Consolidated Financial Results of the Group are available on the Company's website www.happiestminds.com and also that of BSE (www.bseindia.com) and NSE (www.nseindia.com).

For and on behalf of the Board
For Happiest Minds Technologies Limited



Venkatraman Narayanan
Managing Director
DIN : 01856347

Place: Bengaluru, India
Date: July 29, 2025

For further details please refer to the Investors presentation hosted on the company website

– – Investors section

About Happiest Minds Technologies:

[Happiest Minds Technologies Limited](#) (BSE, NSE: HAPPSTMNDS) is an AI-led customer-first digital engineering and Mindful IT company. 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 and [FuzionX](#) Gaming Studio, a cutting-edge game development hub known for crafting immersive, high-performance gaming experiences that blend 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 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.

Safe harbor

This release contains forward-looking statements, which may involve risks and uncertainties. Actual results may differ materially from those expressed or implied due to various factors including but not limited to changes in market conditions, technological advancements, regulatory developments, and the overall economic environment. Happiest Minds undertakes no obligation to update or revise any forward-looking statements, whether as a result of new information, future events, or otherwise.

For more information, contact:

Media Contact: media@happiestminds.com

Investors Relations: IR@happiestminds.com