

Investor Presentation

Q2 FY 25



About

happiest minds The Mindful IT Company Born Digital . Born Agile

Happiest Minds

Next-Gen Digital Transformation, Infrastructure, Security and Product Engineering Services Company

97% Digital

Born Digital

95% Agile

Born Agile

281 Active Clients

82 Fortune2000 / Forbes200 Billion \$ Corporations

95% Repeat Business

23.1% RoCE¹

13.5% RoE

Mission Statement

Happiest People
Happiest Customers

SMILES Values

Sharing, Mindful, Integrity, Learning, Excellence, Social Responsibility

6,580

Happiest Minds

across 12 Countries

27.6% Gender Diversity

3.9 rating on Glassdoor

Great Place To Work®

- Top 100 India's Best Workplaces[™] in IT & IT-BPM for 2023
- Top 50 India's Best Workplaces[™] for Building a Culture of Innovation 2023
- Top 100 India's Best Workplaces™ for Women 2024
- Top 50 India's Best Workplaces™ in Health & Wellness 2024

Constant Currency growth of 28.2% y-o-y EBITDA margin 21.7% In Q2 FY25

Promoter



Ashok Soota

IPO - In September 2020

- Completed 13 years in August 2024
- 770,000 shareholders
- Experienced and diverse board of eight
- Professional management led by the Executive Board



Golden Peacock

Corporate Governance Award 2022
Business Excellence Award 2021





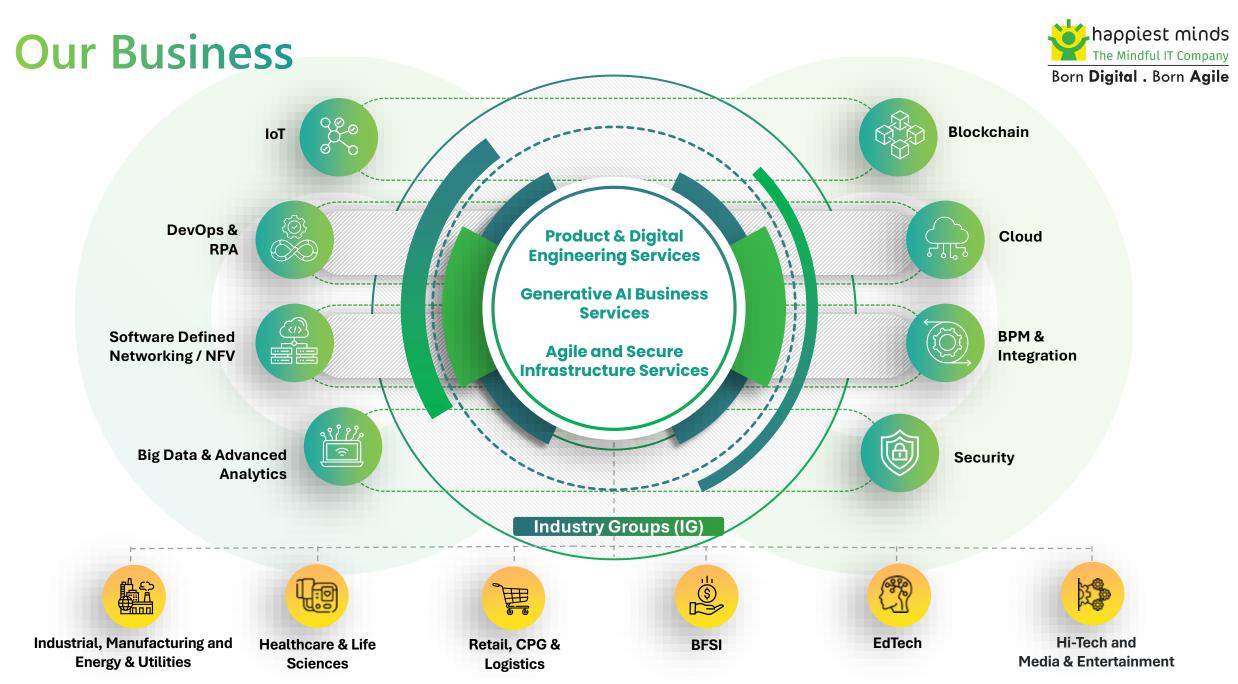
Mission, Vision and Values



Our 2021-31 Vision - DELIGHT

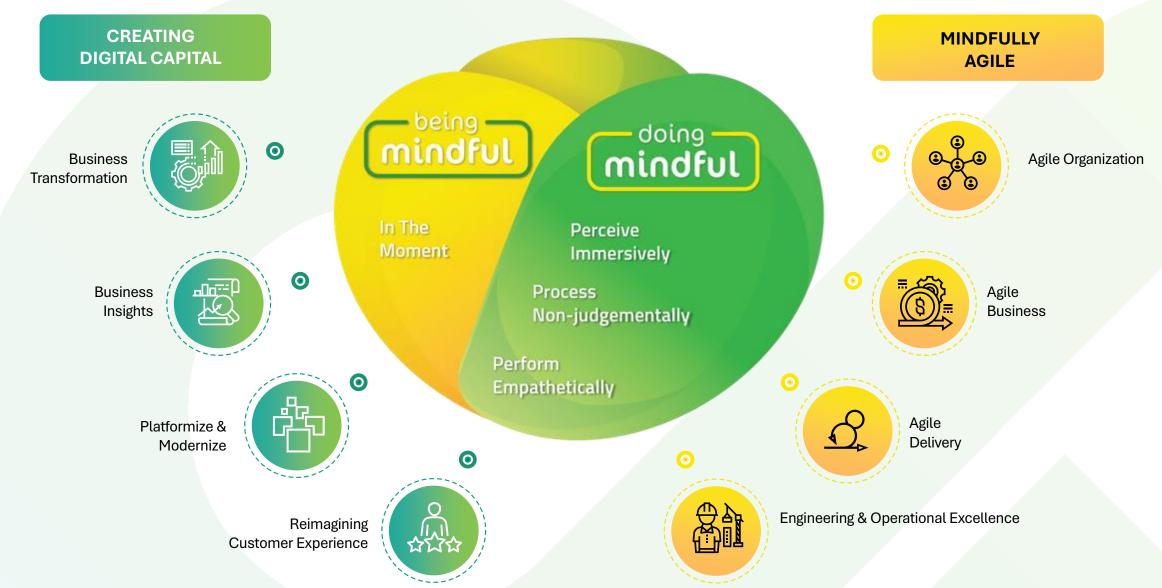
Our SMILES Values





Born Digital . Born Agile The Mindful IT Company





Key Project Wins



For a **USA-based energy tech company**, this new win entails Happiest Minds providing consulting-led solution to develop their unified IoT platform for the combined heat and power solution.



For a **US semiconductor company**, Happiest Minds was chosen to design and develop their reference hardware platforms.



For a **global leader in Electronic Design Automation**, Happiest Minds is building its prototype SoC designs on FPGA platforms.



For a **North America-based health-tech company** offering practice management solutions for professionals, Aureus business of Happiest Minds has been chosen to transform their entire reporting system to a Microsoft stack.



For the **world's leading digital twin platform** for the energy sector, Happiest Minds was chosen to drive their Gen Al Innovation aimed at field data collection and retrieval.



For **one of the largest brewers in the world**, Happiest Minds has been chosen as a strategic partner to drive their Analytics and Al initiatives for demand forecasting.









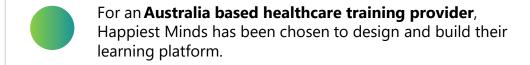




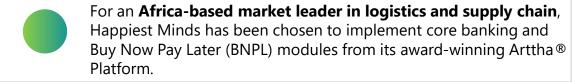








For a **leading FinTech trading platform in the Middle East**, Happiest Minds was chosen as a partner to secure its critical IT infrastructure and business applications.



For a **large public sector bank based out of India**, Happiest Minds has been chosen as their strategic cybersecurity partner to oversee the end-to-end design and implementation of their cyber security program.

Awards





'Top 100 India's Best
Workplaces™ for Women
2024' by Great Place To Work®

'Best Organizational
Development &
Transformation Initiative'
at the Future of L&D
Summit and Awards 2024

'WAW – Wellbeing at Workplaces Award 2024' at the HR Anexi Conclave

'Gold for Talent
Acquisition and Silver for
Future of Work' at the
Brandon Hall Group HCM
Excellence Awards 2024

























Q2 FY 25



Results Q2 FY 25



Born **Digital** . Born **Agile**

All amounts in ₹ Lakhs unless stated otherwise

Particulars	Q2 FY25	Q1 FY25	QoQ	Q2 FY24	YoY	HY25	HY24	YoY
Revenues	52,164	46,382	12.5%	40,662	28.3%	98,546	79,749	23.6%
Other Income	2,702	2,544		2,221		5,246	3,587	
Total Income	54,867	48,926	12.1%	42,883	27.9%	103,793	83,336	24.5%
EBITDA	11,882	11,671	1.8%	10,482	13.4%	23,553	20,781	13.3%
%	21.7%	23.9%		24.4%		22.7%	24.9%	
Operating Margin ¹	9,352	9,196	1.7%	8,443	10.8%	18,548	17,422	6.5%
%	17.9%	19.8%		20.8%		18.8%	21.8%	
Finance Cost	2,551	1,741		1,055		4,291	2,002	
Depreciation	1,154	1,029		846		2,183	1,887	
Profit before Non Cash/Exceptional	8,178	8,902	(8.1)%	8,581	(4.7)%	17,080	16,892	1.1%
%	14.9%	18.2%		20.0%		16.5%	20.3%	
Amortization/Unwinding Interest ²	1,406	1,419		668		2,825	1,110	
Exceptional Item		643		-		643	-	
РВТ	6,771	6,841	(1.0)%	7,912	(14.4)%	13,612	15,780	(13.7)%
%	12.3%	14.0%		18.5%		13.1%	18.9%	
Тах	1,820	1,738		2,066		3,558	4,101	
%	3.3%	3.6%		4.8%		3.4%	4.9%	
PAT	4,951	5,103	(3.0)%	5,846	(15.3)%	10,054	11,679	(13.9)%
%	9.0%	10.4%		13.6%		9.7%	14.0%	
Revenues (\$'000)	62,385	55,547	12.3%	49,121	27.0%	117,932	96,687	22.0%
Growth in CC			12.7%		28.2%			23.1%

Born Digital. Born Agile

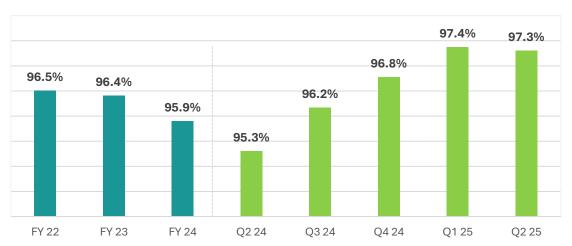


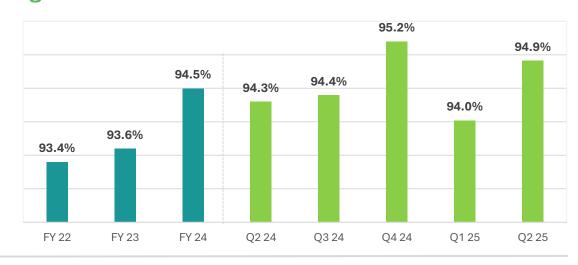
Digital

% of Revenue

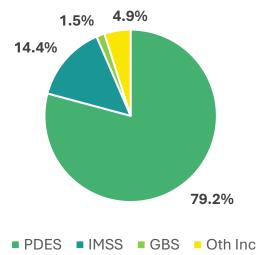
Agile

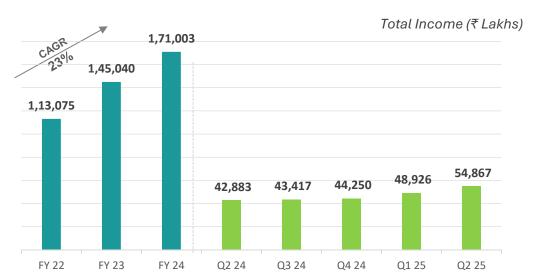
% of Revenue



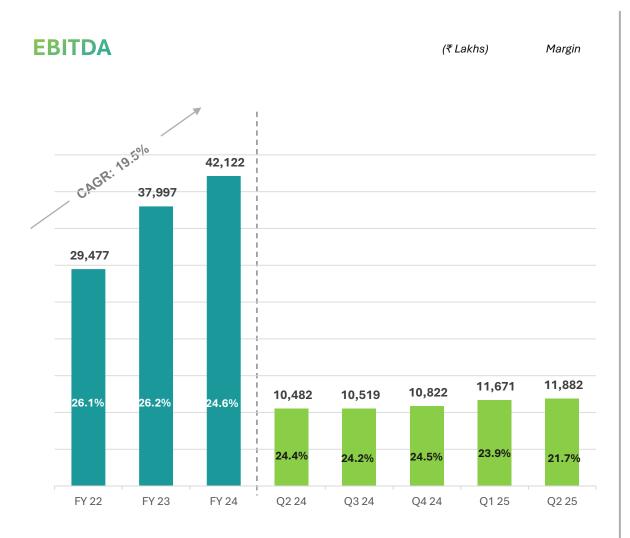


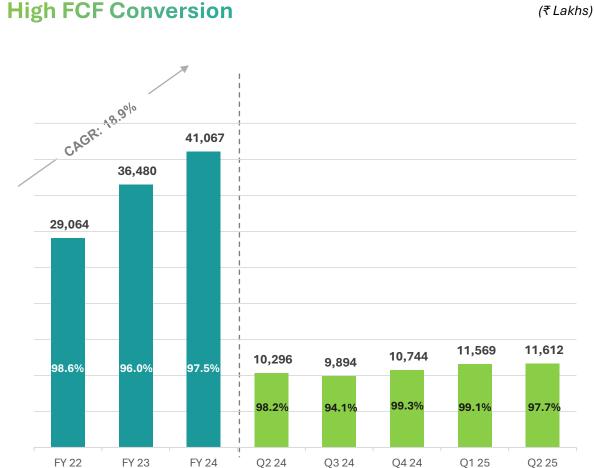
Revenue by Business Unit





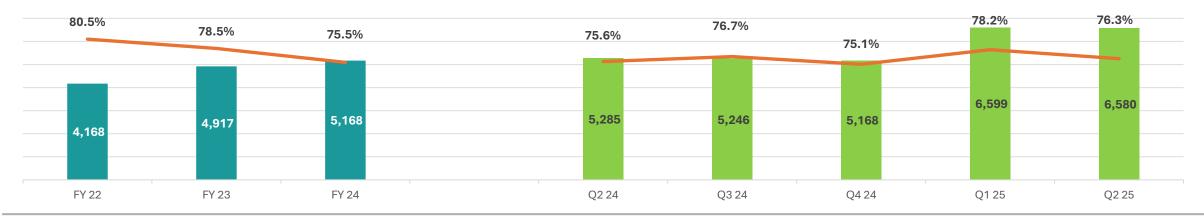


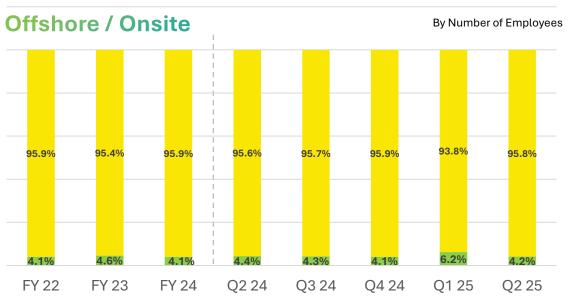




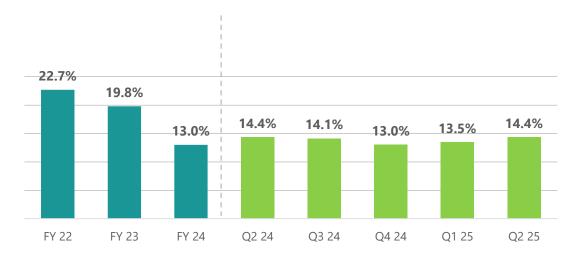


Happiest Minds & Utilization



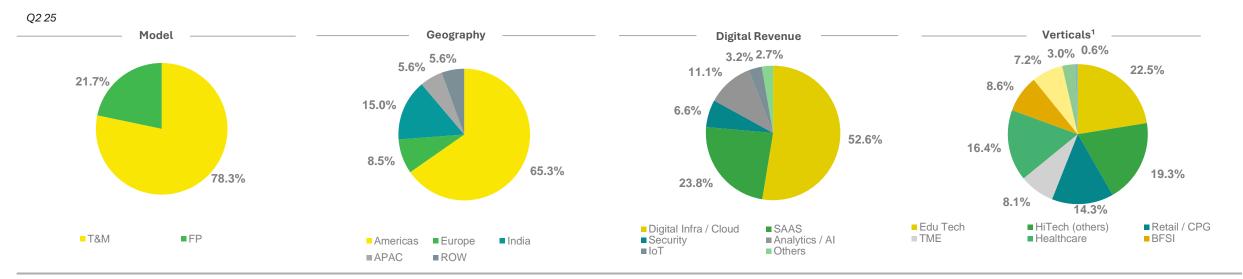


Voluntary Attrition % ¹





Revenue Model



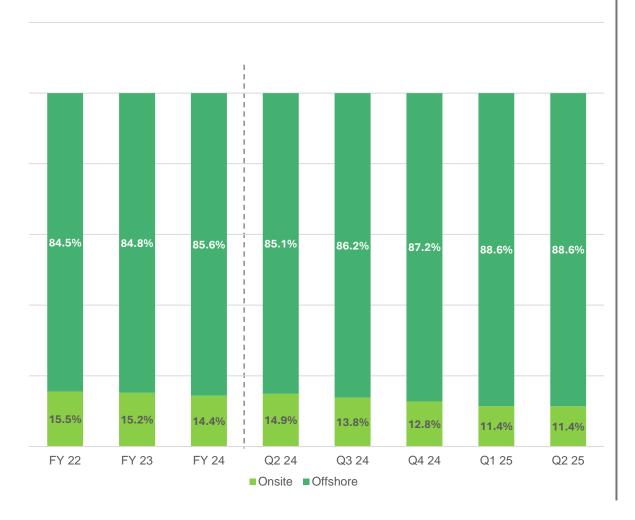


Notes: 1. TME: Travel, Media & Entertainment, 2. Based on quarterly revenues annualized. 3. Top 20 includes Top 1, 5 & 10

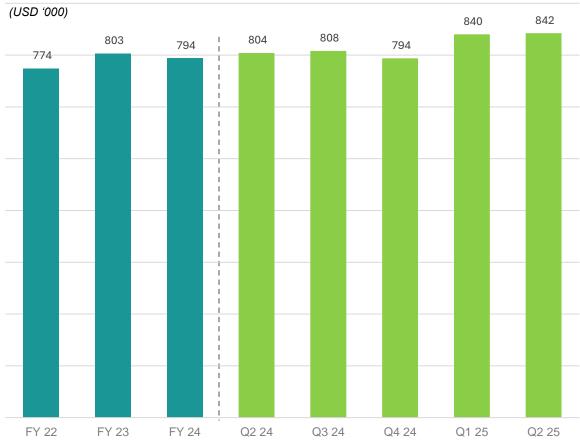
www.happiestminds.com 14 ROW* Includes - ANZ, ME, APAC, Africa & Others



Onsite/Offshore



Average Revenue / Active Customer





	FY 22	FY 23	FY24 Q2	FY24 Q3	FY24 Q4	FY 24	FY25 Q1	FY25 Q2
Verticals								
BFSI	13.2%	12.2%	10.3%	10.9%	11.4%	10.9%	16.8%	22.5%
Edutech	23.2%	23.2%	25.0%	24.0%	22.3%	23.9%	21.5%	19.3%
Healthcare*	-	-	13.8%	14.8%	16.1%	14.4%	16.4%	16.4%
Hitech	15.8%	16.9%	14.2%	14.3%	14.7%	14.5%	14.8%	14.3%
Travel, Media and Entertainment (TME)	13.2%	12.9%	11.6%	11.7%	12.2%	11.9%	10.7%	8.6%
Retail / CPG	10.3%	9.2%	7.2%	7.6%	7.8%	7.4%	7.8%	8.1%
Industrial	6.9%	8.4%	7.6%	6.8%	7.4%	7.5%	7.3%	7.2%
Manufacturing	8.6%	10.3%	6.3%	7.4%	6.3%	6.3%	4.0%	3.0%
Others	8.8%	6.9%	4.0%	2.5%	1.6%	3.1%	0.9%	0.6%
Total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Digital Service Offerings								
Digital infrastructure / cloud	43.6%	45.8%	42.3%	43.3%	41.8%	42.9%	47.5%	52.6%
SaaS	20.3%	20.7%	27.1%	26.8%	26.5%	25.7%	25.1%	23.8%
Security Solutions	11.9%	12.3%	9.3%	9.3%	9.6%	9.6%	8.5%	6.6%
Analytics / Al	12.1%	12.2%	12.9%	12.4%	13.8%	13.3%	12.1%	11.1%
IoT	8.6%	5.4%	3.7%	4.3%	5.0%	4.4%	4.2%	3.2%
Total	96.5%	96.4%	95.3%	96.2%	96.8%	95.9%	97.4%	97.3%
IP Led	10.3%	10.1%	10.2%	10.0%	11.4%	10.2%	10.7%	9.8%
Automation	25.4%	26.6%	29.6%	29.1%	26.9%	28.1%	23.9%	24.1%

Note: All metrics are reported as % of operating revenues:



	FY 22	FY 23	FY24 Q2	FY24 Q3	FY24 Q4	FY 24	EV05 04	EVOE OO
	F Y 22	FY 23	F Y 24 Q2	F 124 Q3	FY24 Q4	F Y 24	FY25 Q1	FY25 Q2
Revenue by Geo								
USA	66.4%	68.1%	71.5%	70.3%	69.0%	70.7%	66.5%	65.3%
India	14.1%	15.6%	15.7%	16.4%	17.7%	16.3%	16.9%	15.0%
Europe	10.4%	9.7%	9.0%	9.0%	9.0%	8.9%	8.7%	8.5%
APAC ³	-	-	-	-	-	-	2.4%	5.6%
ROW	9.0%	6.6%	3.8%	4.4%	4.4%	4.1%	5.5%	5.6%
Million \$ Customers ¹								
\$ 20 M +	-	1	1	1	1	1	1	1
\$ 10 M +	1	-	1	1	2	2	2	2
\$ 5M to \$ 10M	4	6	7	7	6	6	9	8
\$ 3M to \$ 5M	8	6	4	4	2	2	2	6
\$ 1M to \$ 3M	25	30	31	32	37	37	44	42
Total	38	43	44	45	48	48	58	59
Tenure of customers								
0 - 5 Years	50.0%	47.0%	-	-	-	52.0%	-	-
> 5 Years	50.0%	53.0%	-	-	-	48.0%	-	-
Revenue Mix								
Onsite	15.5%	15.2%	14.9%	13.8%	12.8%	14.4%	11.4%	11.4%
Offshore ²	84.5%	84.8%	85.1%	86.2%	87.2%	85.6%	88.6%	88.6%
Revenue by contracting Model								
Fixed Price	25.1%	25.3%	25.1%	27.1%	27.7%	26.1%	26.1%	21.7%
Time and Material	74.9%	74.7%	74.9%	72.9%	72.3%	73.9%	73.9%	78.3%
# Active Customers	206	237	244	245	250	250	279	281
# Billion \$ Corporation	54	55	57	59	61	61	80	82

Note: 1: Based on quarter revenue annualized 2: Offshore: Revenues from customers served from India;



	FY 22	FY 23	FY24 Q2	FY24 Q3	FY24 Q4	FY 24	FY25 Q1	FY25 Q2
Happiest Minds								
Onsite	172	227	231	224	211	211	279	274
Offshore	3,996	4,690	5,054	5,022	4,957	4,957	6,320	6,306
Onsite %	4.1%	4.6%	4.4%	4.3%	4.1%	4.1%	6.2%	4.2%
Offshore %	95.9%	95.4%	95.6%	95.7%	95.9%	95.9%	93.8%	95.8%
Utilization	80.5%	78.5%	75.6%	76.7%	75.1%	75.5%	78.2%	76.3%
Diversity	26.4%	27.4%	28.1%	27.9%	27.7%	27.7%	27.7%	27.6%
DSO								
Billed	55	54	53	57	57	57	58	46
Unbilled	35	31	30	28	29	29	26	37
Total	90	86	83	85	87	87	84	83
Earnings Per Share (EPS) ₹								
EPS	12.55	16.01	3.90	3.96	4.79	16.73	3.39	3.29
Annualized ²	12.55	16.01				16.73		13.36
Cash EPS ³	17.87	24.88	5.64	5.47	5.58	22.93	6.11	6.18
Annualized ²	17.87	24.88				22.93		24.58
Capital Ratios ¹								
RoCE	34.8%	32.8%	22.9%	22.9%	22.3%	22.3%	22.4%	23.1%
RoE	27.3%	27.8%	16.9%	16.7%	16.9%	16.9%	13.9%	13.5%

Note: 1: Capital Return Ratios are YTD Annualized, Note: 2 Cash EPS & EPS has been annualized Note:3 Cash EPS – Cash Flow from Operating Activities divided by number of Outstanding Shares



All figures in ₹ Lakhs

	FY 2	22	FY 2	23	FY24	Q2	FY 24	Q3	FY24	Q4	FY 2	24	FY25	Q1	FY25	Q2
Revenue by BU																
IMSS	24,168	21.4%	30,694	21.2%	7,381	17.2%	7,299	16.8%	7,551	17.1%	29,746	17.4%	7,992	16.3%	7,876	14.4%
PDES	85,199	75.4%	112,236	77.4%	33,281	77.6%	33,689	77.6%	34,178	77.2%	132,719	77.6%	37,677	77.0%	43,442	79.2%
GBS	-	-	-		-	-	-	-	-	-	-	-	713	1.5%	846	1.5%
Total Revenue	109,367	96.8%	142,930	98.6%	40,662	94.8%	40,988	94.4%	41,729	94.3%	162,466	95.0%	46,382	94.8%	52,164	95.1%
Other Income	3,708	3.2%	2,110	1.4%	2,221	5.2%	2,429	5.6%	2,521	5.7%	8,537	5.0%	2,544	5.2%	2,702	4.9%
Total Income	113,075	100.0%	145,040	100.0%	42,883	100.0%	43,417	100.0%	44,250	100.0%	171,003	100.0%	48,926	100.0%	54,867	100.0%

Profit & Loss Statement



Born Digital . Born Agile

All figures in ₹ Lakhs

	All figure											
	FY 22	FY 23	FY24 Q2	FY24 Q3	FY24 Q4	FY 24	FY25 Q1	FY25 Q2				
Income	·											
Operating revenue	109,365	142,929	40,662	40,988	41,729	162,466	46,382	52,164				
Other Income	3,710	2,111	2,221	2,429	2,521	8,537	2,544	2,702				
Total income	113,075	145,040	42,883	43,417	44,250	171,003	48,926	54,867				
Cost of revenue	64,404	82,827	24,980	25,213	25,607	99,204	28,614	33,567				
Gross Margin	44,961	60,101	15,682	15,775	16,122	63,262	17,768	18,597				
%	41.1%	42.0%	38.6%	38.5%	38.6%	38.9%	38.3%	35.7%				
SG&A	19,193	24,215	7,421	7,685	7,821	29,677	8,642	9,417				
%	17.5%	16.9%	18.3%	18.7%	18.7%	18.3%	18.6%	18.1%				
EBITDA	29,477	37,997	10,482	10,519	10,822	42,122	11,671	11,882				
%	26.1%	26.2%	24.4%	24.2%	24.5%	24.6%	23.9%	21.7%				
Operating Margin	26,553	34,453	8,442	8,233	8,390	34,044	9,196	9,352				
%	24.3%	24.1%	20.8%	20.1%	20.1%	21.0%	19.8%	17.9%				
Finance cost	830	2,102	1,057	1,010	1,008	4,024	1,741	2,551				
Depreciation	2,423	3,057	916	942	973	3,716	1,027	1,154				
Profit before acquistion related non-cash items	26,224	32,838	8,509	8,567	8,841	34,382	8,903	8,177				
%	23.2%	22.6%	19.8%	19.7%	20.0%	20.1%	18.2%	14.9%				
Amortization/Unwinding Interest	1,030	1,218	597	601	521	2,316	1,419	1,406				
PBT before exceptional item*	25,194	31,620	7,912	7,966	8,320	32,066	7,484	6,771				
%	22.3%	21.8%	18.5%	18.3%	18.8%	18.8%	15.3%	12.3%				
Exceptional items*	609	634	-	-107	-1,295	-1,402	643	-				
PBT *	24,585	30,986	7,912	8,073	9,615	33,468	6,841	6,771				
%	21.7%	21.4%	18.5%	18.6%	21.7%	19.6%	14.0%	12.3%				
Current tax	6,310	8,508	2,237	2,192	2,809	9,518	2,114	2,179				
Deferred tax	155	-621	-171	-81	-392	-889	-376	-359				
Total Tax	6,465	7,887	2,066	2,111	2,417	8,629	1,738	1,820				
%	5.7%	5.4%	4.8%	4.9%	5.5%	5.0%	3.6%	3.3%				
PAT *	18,120	23,099	5,846	5,962	7,198	24,839	5,103	4,951				
%	16.0%	15.9%	13.6%	13.7%	16.3%	14.5%	10.4%	9.0%				

Condensed Balance Sheet



Born **Digital** . Born **Agile**

All figures in ₹ Lakhs

	FY 2022	FY 2023	Q2 FY24	Q3 FY24	FY 2024	Q1 FY25	Q2 FY25
Assets							
Non-current assets							
Property, plant and equipment	78	13,278	13,386	13,856	13,778	14,062	13,978
Goodwill	7,896	13,913	13,997	14,013	14,032	70,773	75,329
Financial & Other assets	11,788	29,594	35,841	36,903	19,192	65,379	42,125
Total non-current assets (A)	19,762	56,785	63,224	64,772	47,002	150,214	131,431
Current Assets							
Financial & Other assets							
i. Trade receivable	16,738	21,319	23,308	25,336	25,444	35,516	25,441
ii. Cash & Cash equivalents, Investments & Other financial assets	72,609	81,484	127,619	126,953	147,540	166,203	166,196
iii. Other assets	3,392	4,495	6,184	5,242	4,793	4,430	6,980
Total current assets (B)	92,739	107,298	157,111	157,531	177,777	206,149	198,616
Total assets (A + B)	112,501	164,083	220,335	222,303	224,779	356,363	330,047
Equity and Liabilities	·						
Total equity (A)	66,580	83,882	139,403	141,465	148,024	148,268	152,444
Non-current liabilities							
Financial liabilities	7,134	18,035	17,957	16,174	15,416	28,015	22,202
Provisions & Deferred tax liability	2,086	4,526	4,631	4,975	4,641	14,031	8,989
Total non-current liabilities (B)	9,220	22,561	22,588	21,149	20,057	42,046	31,191
Current liabilities							
Financial & Contract liabilities							
i. Trade payable	6,072	7,052	7,804	7,558	7,915	9,844	11,008
ii. Others	26,266	45,921	45,710	47,474	43,839	150,036	128,412
Provisions & Other current liabilities	4,363	4,667	4,830	4,656	4,944	6,169	6,991
Total current liabilities (C)	36,701	57,640	58,344	59,688	56,698	166,049	146,412
Total liabilities (D = B + C)	45,921	80,201	80,932	80,837	76,755	208,095	177,603
Total equity and liabilities (A + D)	112,501	164,083	220,335	222,303	224,779	356,363	330,047

Key Ratios



	Q2 FY24	FY24	Q1 FY25	Q2 FY25
Additional Balance Sheet Ratios				
Debt-Equity ratio	0.38	0.35	0.90	0.82
Debt Service Coverage ratio (DSCR)	5.00	5.25	7.39	6.68
Interest Service Coverage ratio (ISCR)	8.50	8.97	4.93	3.65
Current ratio	2.69	3.14	1.24	1.36
Long-term Debt to Working Capital ratio	0.12	0.09	0.27	0.20
Bad debts to Trade receivable ratio	0.00	0.02	0.01	0.01
Current liability ratio	0.72	0.74	0.80	0.82
Total Debt to total Assets ratio	0.24	0.23	0.38	0.38
Trade Receivable Turnover Ratio	7.29	6.95	6.09	8.20
Operating margin (%)	20%	21%	18%	18%
Net profit margin (%)	14%	15%	11%	9%

^{*}As per the guidance note from ICAI

Global Presence





Headquarters - Bengaluru

India | USA & Canada | Europe & UK | UAE | Australia

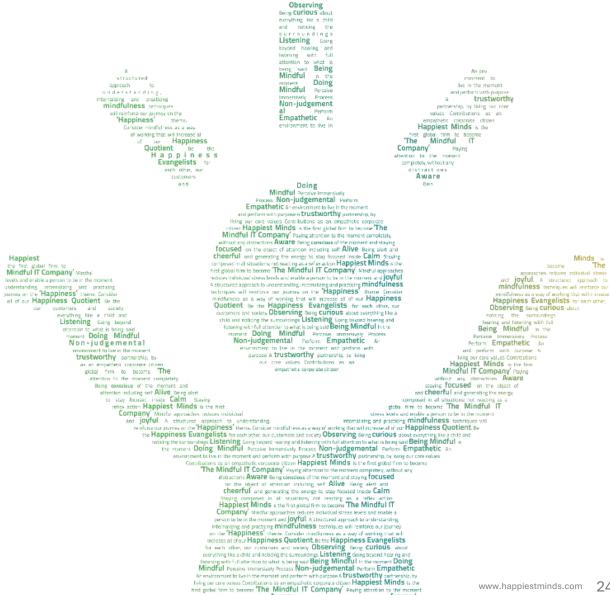


Born Digital . Born Agile

Thank You

Happiest People · Happiest Customers

India | United States | United Kingdom | Canada | Australia | Dubai



ompletely, without any distractions AWAPE Being conscious of the moment and staying focused of