



Response Informatics
TECHNOLOGY SIMPLIFIED

ANNUAL REPORT 2022-23

VALUE, INTEGRITY, PEOPLE

Board of Directors



**Sri Subramaniam
Seetha Raman**

Managing Director



**Smt. Bhuvaneswari
Seetharaman**

Non -Executive Director



**Sri. Chandra Sekhar
Pattapurathi**

Non- Executive Independent Director



**Sri. Prakash Babu
Kondeti**

Non- Executive Independent Director

CORPORATE INFORMATION

SECRETARIAL AUDITOR:

Mr. VBSS Prasad,
Practicing Company Secretary,
Flat No. 209, Kubera Towers,
Narayanaguda, Hyderabad - 500029

STATUTORY AUDITORS:

M/s. BRR & ASSOCIATES
Chartered Accountants
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Naveen Nagar, Road No:1,
Banjara Hills, Hyderabad-500 034.

INVESTORS E-MAIL ID:

cs@responseinformatix.com

REGISTRAR & SHARE TRANSFER AGENTS:

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BANKERS:

Federal Bank Ltd., Punjagutta, Hyderabad
HDFC Bank Limited., Karkhana, Secunderabad

REGISTERED OFFICE ADDRESS:

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Ph. No: 040-40037073.
CIN: L72200TG1996PLC025871

LISTED AT:

BSE Limited

DEMAT ISIN NUMBER IN NSDL & CDSL:

INE401B01010

WEBSITE:

www.responseinformatixltd.com

MESSAGE FROM MANAGING DIRECTOR

Dear Shareholders, Partners, and Stakeholders,

In the ever-evolving landscape of technology, we, at Response Informatics Limited, are thrilled to present our Annual Report for 2023, a testament to our commitment to pioneering innovation and shaping the future. As we reflect on the past year, one overarching theme emerges – the fusion of Automation, Artificial Intelligence, and Data Engineering is transforming industries and propelling us into a new era of possibility.

“In this year’s annual report, Response Informatics Limited proudly presents a comprehensive overview of our achievements, milestones, and strategic initiatives. Our commitment to innovation and excellence has driven our continued growth and success in the dynamic world of informatics. Within these pages, you will find valuable insights into our financial performance, market positioning, and sustainability efforts.

In an era defined by rapid technological advancement, our commitment to innovation remains unwavering. We recognize the transformative power of automation, artificial intelligence (AI), and data engineering, and we have harnessed these technologies to drive progress and growth within our organization. We are pleased to share that automation has streamlined our operations, enhancing efficiency and reducing costs, allowing us to focus more on strategic initiatives. As we move forward, we remain committed to harnessing the full potential of these technologies, continually pushing the boundaries of what’s possible. We believe that by embracing automation, AI, and data engineering, we are not just keeping pace with industry trends but actively shaping the future of our industry.

We extend our gratitude to our dedicated teams and partners who have played a pivotal role in implementing these technologies, and we look forward to a future characterized by innovation, progress, and sustained growth.”

Our company has always been committed to delivering exceptional value to our customers and stakeholders, and to ensure we remain at the forefront of our industry, we embarked on a journey to identify areas where innovation could drive strategic growth. As we examined operational challenges, it became clear that automation held the key to overcoming them. Automation could not only streamline our operations but also free up valuable human resources for more strategic and creative tasks. It was a pivotal moment where we recognized that automation was not just a technological upgrade but a strategic imperative.

We’ve witnessed significant improvements in efficiency, data utilization, and scalability. Most importantly, we are better positioned to fulfill our strategic goals and continue delivering exceptional value to our customers.

Our commitment to automation remains unwavering, as we continue to explore new ways to leverage technology to achieve strategic excellence. Together, we are not just adapting to change but leading it, ensuring a prosperous future for our organization and the industries we serve.

Sd/-

Subramaniyam Seetha Raman

Managing Director

OUR JOURNEY

Embarking on our Domestic IT journey in 2019 with modest beginnings, where we successfully placed 25 individuals, we are delighted and immensely proud to announce that we have accomplished an extraordinary feat. Through dedicated efforts, unwavering commitment, and continuous growth, we have not only exceeded our own expectations but also the industry's standards. Today, we stand tall as a testament to our relentless pursuit of excellence, having surpassed the significant milestone of facilitating over 1000 placements per annum. This remarkable achievement is a testament to the hard work, resilience, and trust of our team, partners, and clients, and it reaffirms our position as a leader in the industry, poised for even greater accomplishments in the years to come.

MILESTONES

Response Informatics Limited has solidified its reputation as a trusted and enduring player in the highly competitive US Resource Management Market for two decades. This longevity is a testament to our unwavering dedication to delivering superior resource management solutions, fostering enduring client relationships, and staying at the forefront of innovation.

As we reflect on the achievements of Response Informatics Limited in the last few years, we take great pride in highlighting several significant milestones that have contributed to our growth, resilience, and commitment to excellence:

- **Acquisition of Technologia Corporation as a Subsidiary in 2023:** In a strategic move, we expanded our portfolio by acquiring Technologia Corporation, a move that bolsters our capabilities and enhances our service offerings to meet the evolving needs of our clients.
- **ESOPs Declaration in 2023:** In recognition of the invaluable contributions of our team members, we proudly announced our Employee Stock Ownership Program (ESOPs) in 2023. This initiative aligns our employees' interests with the company's success, fostering a shared sense of ownership and responsibility.
- **Established Player in the US Resource Management Market for Two Decades:** For over two decades, we have consistently demonstrated our capabilities and reliability in the highly competitive US resource management market. Our enduring success is a testament to our unwavering commitment to excellence and client satisfaction.
- **Commencement of Canada Operations in July 2023:** We extended our global footprint by launching Canada operations in July 2023. This expansion not only allows us to serve a broader client base but also reinforces our commitment to delivering world-class solutions and services on a global scale.
- **These accomplishments signify our dedication to growth, innovation, and excellence.** They serve as a testament to our ongoing commitment to providing exceptional value to our clients, partners, and stakeholders. As we move forward, we remain focused on these principles, driving our organization toward a future filled with even greater achievements and opportunities.

OUR GLOBAL PRESENCE

Response Informatics, a dynamic leader in the technology and informatics industry, has strategically positioned itself across key regions in India to provide innovative solutions and services to clients worldwide. With our headquarters nestled in the bustling tech hub of Hyderabad, we have established a robust network of offices in prominent cities, including Chennai, Gujarat, Bangalore, Delhi, and Mumbai. This widespread presence allows us to seamlessly cater to the diverse needs of our clients and partners across the globe.

- Hyderabad** - **The Heart of Innovation**
- Chennai** - **Embracing the South**
- Gujarat** - **Nurturing Growth**
- Bangalore** - **The Silicon Valley of India**
- Delhi** - **Meeting the Capital's Needs**
- Mumbai** - **Embracing Financial Excellence**

At Response Informatics, our global presence is not just a testament to our commitment but also a testament to our belief that innovation knows no boundaries. We are dedicated to serving our clients wherever they are, ensuring that they benefit from our expertise and innovative solutions

“Why”: Our Purpose

“To expedite the digital evolution of business enterprises, empowering them to seize their rightful portion of the digital marketplace.”

“What”: Our Mission

“Our mission is to drive the digital transformation of business enterprises by providing innovative solutions and expertise. We are dedicated to equipping our clients with the tools, knowledge, and support they need to thrive in the digital marketplace. Through relentless commitment and collaboration, we empower organizations to unlock their full potential, achieve sustainable growth, and secure their place as leaders in the digital age.”

“How”: Our Strategy

Innovative Solutions Development:

- Continuously invest in research and development to create cutting-edge digital solutions.
- Tailor these solutions to address specific industry challenges and market trends.
- Foster a culture of innovation and experimentation within the organization.

Client-Centric Approach:

- Understand the unique needs and goals of each client.
- Customize our offerings to align with their digital transformation objectives.
- Maintain open channels of communication to ensure client satisfaction and success.

Expertise and Knowledge Sharing:

- Cultivate a team of experts in digital transformation, technology, and industry-specific domains.
- Provide ongoing training and development opportunities for our staff.
- Share industry insights and thought leadership through publications, webinars, and events.

Collaborative Partnerships:

- Forge strategic partnerships with technology providers, industry associations, and academia.
- Collaborate with these partners to access the latest technologies and insights.

- Create ecosystems that drive mutual growth and benefit for all stakeholders.

Continuous Improvement:

- Implement a culture of continuous improvement and quality assurance.
- Regularly review and enhance our solutions and services based on client feedback and emerging trends.
- Stay adaptable and responsive to changes in the digital landscape.

Sustainability and Scalability:

- Promote sustainable practices in all aspects of our operations.
- Ensure our solutions are scalable to accommodate the growth of our clients.
- Facilitate long-term, mutually beneficial relationships with clients.

Thought Leadership and Advocacy:

- Position ourselves as thought leaders in digital transformation.
- Advocate for policies and practices that support digital innovation.
- Participate in industry forums and contribute to the broader digital community.

Ethical and Responsible Practices:

- Uphold the highest ethical standards in all our interactions and solutions.
- Ensure data privacy and security in our offerings.
- Promote responsible and sustainable digital practices among our clients.

Global Reach:

- Expand our reach to serve business enterprises globally.
- Adapt our strategies to address regional and cultural nuances.
- Foster a diverse and inclusive workforce to better serve a global clientele.
- By implementing this comprehensive strategy, we will drive the digital transformation of business enterprises, empower them to thrive in the digital marketplace, and ultimately help them secure their position as leaders in the digital age.

Automation: Fueling Efficiency and Precision

Automation has become the cornerstone of our operations, elevating the efficiency and precision of our processes. From streamlining supply chain logistics to enhancing customer support through chatbots, we have harnessed the power of automation to drive productivity, reduce costs, and elevate the customer experience.

Our automation initiatives have not only accelerated our internal workflows but have also empowered our clients to stay ahead in their respective markets. As we look forward, we see boundless opportunities to further automate routine tasks and free up human capital for creative and strategic endeavors.

Artificial Intelligence: Enabling Intelligent Decision-Making

Artificial Intelligence (AI) is the driving force behind our ability to make intelligent, data-driven decisions. Through machine learning algorithms and predictive analytics, we have empowered our clients with insights that were previously hidden in vast datasets. This has allowed for smarter marketing campaigns, more accurate financial forecasting, and personalized product recommendations, among other game-changing applications.

AI is not merely a tool; it's a transformational force. In the years to come, AI will continue

to evolve, enabling us to solve increasingly complex challenges and drive innovation in unexpected ways.

Data Engineering: Unleashing the Power of Data

In today's data-centric world, the value of data engineering cannot be overstated. Our data engineering team has been instrumental in architecting robust data pipelines, ensuring the integrity, security, and accessibility of data, and paving the way for advanced analytics.

We recognize that data is the lifeblood of modern business, and our investments in data engineering are a testament to our commitment to harness its full potential. With the right data infrastructure in place, we are poised to unlock even greater value for our clients in the years ahead.

A Synergy of Forces: Our Competitive Advantage

The convergence of automation, artificial intelligence, and data engineering is not just a technological trend; it's a competitive necessity. At Response Informatics Limited, we have embraced this synergy of forces, transforming our operations, elevating our services, and creating enduring value for our clients.

As we navigate the complexities of an ever-changing business environment, our ability to innovate and adapt will be crucial. We are excited about the opportunities that lie ahead, and we remain steadfast in our commitment to lead the way in automation, artificial intelligence, and data engineering.

Together, we are shaping a future where the possibilities are limitless, and the only constant is change. Join us on this exciting journey, as we continue to empower progress through automation, artificial intelligence, and data engineering

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“Evolving Workforce Dynamics in Tech”

DIVERSITY, EQUITY, AND INCLUSION (DEI): A COMMITMENT TO PROGRESS

In our annual report, we are proud to underscore our steadfast commitment to Diversity, Equity, and Inclusion (DEI). At Response Informatics Limited we believe that embracing DEI isn't just a moral imperative; it's a strategic advantage that fuels innovation, fosters resilience, and strengthens our organization as a whole. In 2023, we continued our journey toward a more diverse, equitable, and inclusive workplace, recognizing that our collective success hinges on our ability to cultivate an environment where every individual can thrive.

Diversity: Celebrating Our Differences:

We are delighted to report that our workforce is becoming increasingly diverse in terms of gender, race, ethnicity, age, and more. Our recruitment strategies prioritize reaching a broad talent pool, and the results are evident in our vibrant, multicultural teams. In 2023, we exceeded our diversity targets, with [specific percentage] of new hires coming from underrepresented backgrounds. We are committed to continuing this positive trend and ensuring that diversity remains a cornerstone of our corporate identity.

Equity: Leveling the Playing Field:

Our dedication to equity encompasses a commitment to fair compensation, advancement opportunities, and a safe, respectful workplace for all. We conducted thorough pay equity audits to address any disparities and implemented measures to rectify them. Our promotion processes now emphasize transparent criteria and equal opportunities, and we've launched mentoring and leadership development programs to facilitate career advancement for all employees.

Inclusion: Fostering a Culture of Belonging:

Inclusion is at the heart of our DEI initiatives. We have focused on creating a culture where every voice is heard and valued. Employee resource groups (ERGs) have flourished, providing safe spaces for underrepresented communities to connect and contribute to our company's growth. Inclusion training and workshops have been integral in raising awareness and fostering empathy among our workforce. Employee engagement surveys show an increase in employees reporting a sense of belonging and inclusion.

Leadership Commitment:

Our leadership team plays a pivotal role in championing DEI. We are proud to report that our board of directors and executive leadership are more diverse than ever, with [specific percentage] of leadership positions now held by individuals from underrepresented backgrounds. This diversity in leadership not only reflects our commitment but also drives the inclusive decisions and strategies that guide our organization.

Community Engagement:

Our DEI efforts extend beyond our walls. We have actively engaged with local communities through partnerships, sponsorships, and volunteering initiatives, working to break down barriers and promote equity and inclusion at a broader level. Our impact on these communities underscores our commitment to being a responsible corporate citizen.

Measuring Progress:

Transparent measurement of our DEI efforts is vital. We regularly assess our progress

through key performance indicators, including workforce diversity metrics, pay equity analyses, and employee feedback. We also benchmark ourselves against industry standards and share our results with stakeholders.

Future Commitment:

While we are proud of our achievements in DEI in 2023, we recognize that our journey is ongoing. Our commitment to fostering a diverse, equitable, and inclusive workplace remains resolute. In the years to come, we will continue to:

- Enhance recruitment and retention strategies to further diversify our workforce.
- Expand training and development opportunities to nurture talent from all backgrounds.
- Forge partnerships with organizations that share our DEI vision.
- Continuously listen to our employees' feedback and adapt our policies and practices accordingly.
- In conclusion, our dedication to Diversity, Equity, and Inclusion is not just a part of who we are; it's an integral driver of our success. As we look ahead, we remain committed to embracing DEI as a guiding principle, ensuring that Response Informatics Limited is a place where every individual is valued, empowered, and inspired to achieve their full potential.

TALENT ACQUISITION: A TECHNOLOGICAL LEAP IN MANPOWER HIRING

We are pleased to spotlight a pivotal milestone in our journey toward operational excellence and efficiency. We have taken a significant leap in optimizing our manpower hiring processes by implementing Application Tracking System (ATS) a cutting-edge talent acquisition and management platform. This strategic adoption is emblematic of our commitment to harnessing technology to streamline our operations, enhance candidate experiences, and elevate our workforce to new heights.

The Tech Advantage:

Application Tracking System (ATS) a state-of-the-art, cloud-based talent management software, has revolutionized our hiring processes in several transformative ways:

- **Efficiency Enhancement:** Application Tracking System (ATS) automates and simplifies our end-to-end recruitment process, from requisition creation and job posting to candidate sourcing, assessment, and onboarding. This automation significantly reduces manual tasks and accelerates the hiring timeline.
- **Candidate Experience:** Our partnership with Application Tracking System (ATS) underscores our dedication to providing an exceptional experience for candidates. The platform offers an intuitive interface for applicants, enhancing engagement and satisfaction throughout the recruitment journey.
- **Unified Database:** Application Tracking System (ATS) centralizes candidate data, creating a comprehensive talent pool accessible to our hiring teams. This unified database enables us to identify top talent quickly and efficiently.
- **Analytics and Reporting:** The platform's robust analytics and reporting capabilities empower us with data-driven insights into our hiring performance. These insights inform our strategies, enabling continuous improvement and strategic decision-making.
- **Compliance and Consistency:** Application Tracking System (ATS) ensures compliance with relevant employment laws and regulations, mitigating potential risks. Moreover, it standardizes our recruitment processes, fostering consistency and fairness in candidate evaluations.

Success Metrics:

- **Reduced Time-to-Hire:** The automation and streamlining of our hiring processes have