



Vinod Sood

MD & Co-founder
Hughes Systique

What are some key milestones that demonstrate company's adaptability in recent years?

Adaptability is embedded in our DNA—we anticipate, respond and shape it. Since inception, several strategic milestones underscore our commitment to staying ahead of the curve:

- **AI-First Transformation:**

Recognizing AI's transformative potential early on, we established a technocrat-led Center of Excellence for Applied AI and ML in 2018. It enabled us to evolve into an AI-first organization, with 70% of our workforce trained in AI and 5% of our annual budget dedicated to R&D.

- **Trust-Centric Innovation:** We've made data security, privacy, and IP protection foundational to our product and service strategy—ensuring cutting-edge, responsible innovations.

- **Strategic Diversification:** We've expanded into high-impact domains like Quantum Computing, Non-Terrestrial Networks, AI/ML in Wireless, Defence Tech, Security, & Edge Computing, while entering new geographies: Middle East.



- **Global Recognition for Excellence:**

HSC is among the first few companies worldwide to be appraised at CMMI 3.0 Maturity Level 5, a testament to our operational excellence.

What strategies has your company employed to access new markets, both domestically and internationally, to fuel expansion?

Our growth strategy is deeply rooted in innovation and the exceptional calibre of our technical talent.

Complementing this, we've adopted a multi-pronged approach to fuel expansion:

- **Strategic Global Presence:**

Establishing formal offices in key geographies, like Dubai, UAE, strengthened our local relevance. We will also be scaling our footprint within India.

- **Infrastructure Investment:** We've added a 40,000 sq. ft. facility to our Gurugram campus, reinforcing our commitment to operational excellence.

- **Industry Engagement:** By actively participating in conferences & shows globally, we expand our network and initiate meaningful conversations with OEMs, deep tech innovators, and startups.

- **Accelerated Solutions Portfolio:**

We've developed a suite of ready-to-deploy solutions and accelerators across multiple domains. These offerings empower our clients to significantly reduce time-to-market while maintaining high standards of quality and

innovation. At the core of this portfolio is Artificial Intelligence.

Our strategy is intentional, adaptive, and anchored in customer success.

What would you consider to be your company's 'success mantra' in navigating the challenges and opportunities in the MSME sector?

Our success stems from a simple yet powerful mantra: agility, innovation, operational excellence, and people-centricity.

As a mid-sized enterprise and a member of the Hughes Group, we operate at a unique intersection. We combine the nimbleness of an MSME with the process maturity of a global organization. This allows us to adapt swiftly to our clients' evolving needs without compromising on quality.

Our people are our greatest strength. We've built a culture that emphasizes:

- **Continuous Learning:** Empowering our teams through certifications, advanced training programs, and hands-on exposure to cutting-edge technologies.

- **Tech-Forward Thinking:** Actively exploring emerging domains to stay ahead of the curve and bring innovative solutions to market.

- **Client-Centric Execution:**

Remaining deeply attuned to our customers' goals, challenges, and aspirations—ensuring that our solutions are not just relevant, but transformative. ■