

## Our Vision

A world class firm that is a benchmark for Catalyzing Business Transformation for our Clients, Fulfilling Employee Aspirations & Caring for our wider Community through Depth of Thought Leadership, Customer Centricity & Execution on Excellence.



## DNA ATTRIBUTES



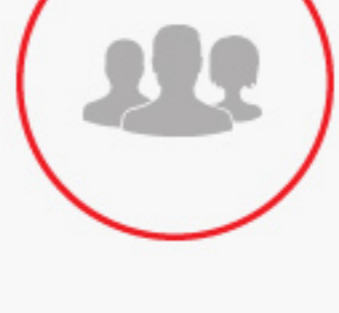
**Deep Thinking**  
Display depth of thought & consideration in all that they do.



**Play to Win**  
Be willing to go for the win through collaboration



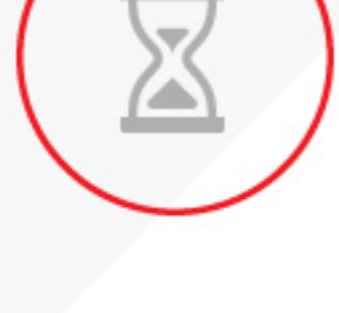
**Emotions @ Work**  
Be openly passionate and driven towards excellence



**Everyone Counts**  
Be open-minded by welcoming diversity in action and thought



**Encourage Initiatives**  
Be unafraid to take the initiative in tough situations and push the bar when necessary



**Run for It**  
Be execution focused and result oriented

## AWARDS AND ACCOLADES

### ORACLE

- Oracle Specialized Partner of the Year Award : PaaS/IaaS Cloud-APAC - 2017
- Oracle Cloud ERP Support and Application Enhancements Project - 2018
- Best Partner for Oracle Digital Prime and Best Partner for Oracle Engineered System- 2019

### Microsoft

- Microsoft Partner of the Year Winner – 2017

### SAP

- Top Selling Partner of the Year SAP API Partner Excellence Award

## EMPLOYEE VALUE PROPOSITION



### Richer Roles

Through exposure to diverse technologies, business context & cross-functional work. Learn more by doing more



### Customer Impact

Face clients directly early. Constantly assess how impactful your output is on the customer's business



### Freedom

Enjoy working in a manner & style of your choosing. Ideate and contribute across the organization



### Growth

Get noticed and nurtured by leadership directly, to further build one of the fastest growing IT companies!

What gives Sonatians an edge – today at Sonata, and throughout their career – is Design Thinking.

At Sonata, each person is encouraged to 'think design' on every customer engagement and for every important organisation initiative. Workshops, regular lectures from Design Thinking practitioners, and access to a host of Design Thinking resources, every Sonatian is geared for creativity and collaboration, to realize the full potential of effective innovation for business using technology.

## EMPLOYEE ENGAGEMENT PROGRAMS



2019 AT SONATA



SONATA CAFE

## THE SONATIAN EXPERIENCE



Having been in Sonata for the past 14+ years, Sonata is more than just a company I work for, instead becoming an important part of my life. Sonata has provided lot of opportunity for me to express my views and ideas and take up challenging work, and recent initiatives taken to create a world-class Sonatian experience is enhancing the experience of working at Sonata. Sonata Management is very open to embracing the best practices when it comes to work-life balance, work culture and providing a platform for Sonatians to innovate, excel at their work and progress in their careers. Look forward to many more years @ Sonata.

**Sunil Achar**  
Group Manager (Global Village, Bangalore)



Opportunities to learn and experiment, challenges that bring out the best in me, respect and recognition of talent and very importantly care and empathy is the reason for my long innings in Sonata. Combination of best-in class processes, current technologies and exposure to international customers has been a rewarding experience till date.

**Satish Kannan M.B.**  
Assistant Vice President (RMR, Bangalore)



Sonata abides by the principle to deliver the world class experience to the customers and ALSO to the employees and it reflects in its impeccable work culture, environment and ethics.

The company has provided me a platform to work on the latest technologies and with the best of the people in the industry which always inspired me to accomplish my goals and enhance my career.

Opportunities irrespective of designation/sex, the freedom to express one's views, the guidance and support by leadership at various levels in short "The Sonata DNA" differentiates and makes the company the best workplace. Proud to be part of Sonata family for 7+ years now and looking forward for the years ahead.

**Sravanthi J**  
Project Manager (Unit 1, Hyderabad)



Sonata is the place where women are given equal opportunities in all levels of the hierarchy. I appreciate the culture and the work life balance that helps align personal and professional goals.

I have seen and been part of the fresher development programs and can say that Sonata provides a platform for people to learn, explore, implement and grow boundlessly. People here have always been an inspiration and seem to have plenty of knowledge where every day seems to be challenging and providing new experience.

I cherish my 15 years of journey here and look forward to seamlessly grow along with the company.

**Karthika Singireddy**  
Group Manager (Unit 1, Hyderabad)

## SUSTAINABILITY

Sonata believes in making a difference not just to our clients, and to our people, but also to the communities that we operate in, and takes it's role as a socially-responsible corporate citizen seriously. The success of our CSR Policy is not measured in numbers, profits or growth, but in the difference that we can make to society at large. We offer our IT expertise to the beneficiary organizations as opposed to empower them with contemporary technology, for their socio-economic objectives. This approach also enables our employees to directly participate in the company's CSR efforts and contribute their skills and experience to make an impact.

Sonata's sustainability goal is addressed through a three-pronged approach of Economic, Environment and Social sustainability. Our CSR Vision- 'Make a Deep Impact and Transform Lives', is an extension of our corporate vision of 'Go Deeper Transform Business with IT', our approach in designing our CSR programs, we have chosen to take a route less travelled, both in the form and manner of our contributions.

- In keeping with our CSR vision, we allocate a substantial proportion of our contributions and expertise towards:
  - Preservation of National Heritage, Art and Culture and Handicrafts • Technology Incubation and Entrepreneurship
  - Education and the Environment • Preservation of our cultural heritage

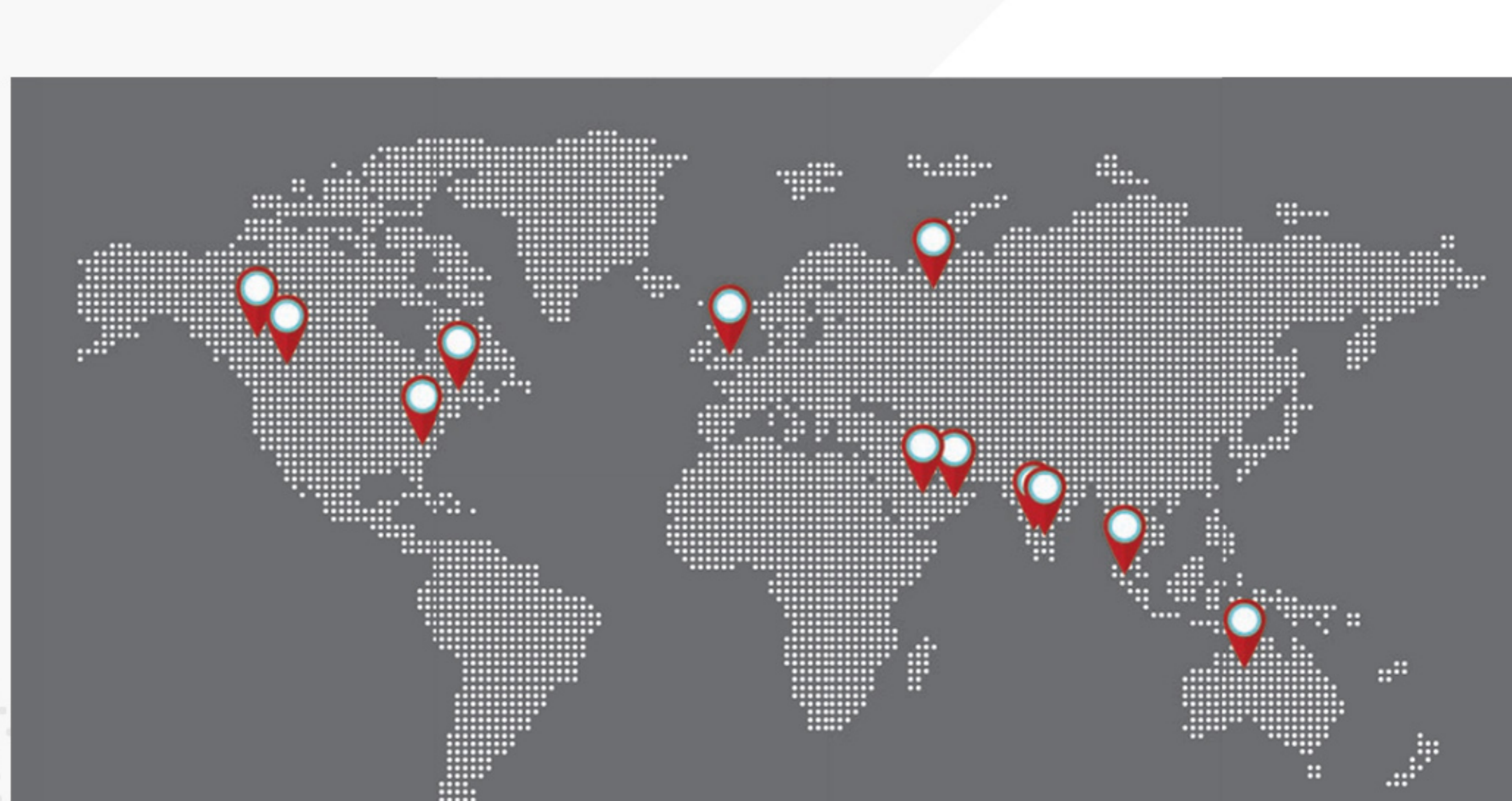


To transform your career, visit the Sonata Software Career Portal:

KNOW MORE

### Typical Roles in Sonata:

Developers | Team Lead | Testers  
Designers | Functional Consultants  
Architects | Project Managers



## About Sonata

Sonata is a global technology company, that enables successful platform based digital transformation initiatives for enterprises, to create businesses that are connected, open, intelligent and scalable. Sonata's Platformation™ methodology brings together industry expertise, platform technology excellence, design thinking-led innovation and strategic engagement models to deliver sustained long term value to customers. A track record of world leaders in the Retail, Manufacturing & Distribution and Software industries, Sonata's solution portfolio includes its own digital platform such as Brick & Click Retail Platform®, Modern Distribution Platform®, Rezipia Digital Travel Platform®, RAPID DevOps Platform®, Kartopia E-commerce Platform®, Halosys Mobility Platform®, and Commodity CTRM Platform®, as well as new digital capabilities on ISV digital technology platforms such as Microsoft Dynamics 365, Microsoft Azure, SAP Hybris, Cloud Engineering and Managed Services, as well as new digital applications like IoT, Artificial Intelligence, Machine Learning, Robotic Process Automation, Chatbots, Block Chain and Cyber Security. Sonata's people and systems are nurtured to bring together the depth of thought leadership, customer commitment and execution excellence to make a difference to business with technology.

### INDUSTRIES

Retail  
Distribution & Manufacturing  
Travel  
ISV

### PLATFORMATION SERVICES

Platformation  
Analytics Solution  
Cloud Services  
MS Dynamics  
SAP Hybris  
Mobility Solutions  
ALM  
Testing Platforms & Solutions  
Oracle ERP  
Infrastructure Management Services  
RPA & Bots  
AI & Machine Learning  
Blockchain

### PLATFORMS

Industry Platforms  
Rezipia  
Brick & Click  
Modern Distribution  
Commodity CTRM  
Technology Platforms  
Halosys  
Kartopia  
Engineering Platform

### RESOURCES

Sonata Stories  
Platformation Perspectives  
Case Studies  
Blogs  
Videos  
Whitepaper

### ABOUT US

Alliances  
CSR  
News Room  
Leadership  
Investor Relations  
Award & Accolades  
Locations

### CAREERS

Our Work Place  
Starts of Sonata  
Careers

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