



# **Policy for Appointment of a New Director**

**May 2023**

The Board of Directors decides the criteria for the appointment of a new director on the Board from time to time depending on the dates of retirement of existing Directors and the strategic needs of the Company. The criteria include expertise area, industry experience, professional background, association with other companies, and such other important parameters.

Once the criteria are determined, the Board directs the Nomination and Remuneration Committee (“the Committee”) to compile profiles of suitable candidates through networking, industry associations, and business connects. The Nomination and Remuneration Committee considers each and every profile on the decided parameters and shortlists the candidates.

For every appointment of an independent director, the Nomination and Remuneration Committee shall evaluate the balance of skills, knowledge, and experience on the Board and on the basis of such evaluation, prepare a description of the role and capabilities required of an independent director. The person recommended to the Board for appointment as an independent director shall have the capabilities identified in such description.

**For the purpose of identifying suitable candidates, the Committee may:**

- \\ Use the services of external agencies, if required;
- \\ Consider candidates from a wide range of backgrounds, having due regard to diversity; and
- \\ Consider the time commitments of the candidates.

Shortlisted candidates are then interviewed personally or through teleconference by the Members of this Committee.

Once the Committee is convinced about a candidate’s competency, his / her business acumen, commitment towards his / her association with the Company, disclosure of his / her interest in other entities, and his / her availability for your Company on various matters as and when they arise, it recommends the candidate to the Board of Directors for its further consideration. Generally, the Board accepts the recommendation by consensus.

## About Persistent

With over 22,750 employees located in 21 countries, Persistent Systems (BSE & NSE: PERSISTENT) is a global services and solutions company delivering Digital Engineering and Enterprise Modernization. We work with the industry leaders including 14 of the 30 most innovative companies as identified by BCG, 8 of the top 10 largest banks in the US and India, and numerous innovators across the healthcare and software ecosystems. As a participant of the United Nations Global Compact, Persistent is committed to aligning strategies and operations with universal principles on human rights, labour, environment, and anti-corruption, as well as take actions that advance societal goals.

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