



Governance - Key Performance Indicators FY 2024-25





Governance

Strong governance is the backbone of trust. At Persistent Systems, our approach is built on ethics, accountability, and responsible leadership – backed by clear policies and Board-level oversight. We are committed to transparent disclosures, risk-aware decision-making, and integrating ESG across enterprise governance frameworks.

This section highlights how we are evolving our governance architecture to support long-term value creation, ensure stakeholder confidence, and embed sustainability into the way we operate.

GOVERNANCE – KEY PERFORMANCE INDICATORS

Ethical Conduct

Goals	FY 2024-25	FY 2023-24
<ul style="list-style-type: none"> 100% Training in Code of Conduct Zero tolerance for unethical and non-compliant behaviour 	97%*	99%
	<small>*Our goal is to achieve 100% Code of Conduct training coverage. We are implementing several system-level checks to ensure a higher completion rate.</small>	

Risk & Compliance

Goals	FY 2024-25	FY 2023-24
To be recognized as industry leader in information security and cloud practices	External benchmarking for Information security score A (9.8) Risk Recon	External benchmarking for Information security score A (9.8) Risk Recon
	790 (Advanced) Bitsight	790 (Advanced) Bitsight
	A (99) Security Scorecard	A (99) Security Scorecard
	ISO 27001 & SOC2 Type II Certifications	ISO 27001 & SOC2 Type II Certifications
Use information governance to effectively manage data privacy and security-related risks	Zero data breaches reported	Zero data breaches reported

Human Rights

Goals	FY 2024-25	FY 2023-24
Protect Human rights of all employees across all locations Practice “One Persistent, One Family”	Ethical practices, policies, systems, and procedures audited	Ethical practices, policies, systems, and procedures audited by a third party



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