



Succession Planning FY 2024-25



Succession Planning

At Persistent Systems, we recognize that strong leadership is key to sustaining business growth and continuity. Our succession planning framework is designed to develop a robust leadership pipeline, ensuring that skilled professionals are prepared to take on critical roles as the organization evolves.

Through a structured succession programs, we identify high-potential employees and equip them with the necessary skills and experiences to step into leadership positions. This involves a combination of leadership training, mentorship, and targeted development initiatives. A talent pool of future leaders is maintained, ensuring that we have capable individuals ready to transition into key roles. Where specialized expertise is required, our talent acquisition team also identifies and recruits top external candidates to complement internal leadership development.

To drive this initiative, we have a dedicated leadership development team working in close coordination with senior executives, business leaders, and HR partners, ensuring a strategic

and future-ready approach to succession planning.

Senior Management Succession Strategy

The Board reviews the NRC's updates on the performance of Key Managerial Personnel and Senior Management Personnel. The Board also works with the NRC to evaluate potential successors to the Chief Executive Officer (CEO), Chief Financial Officer (CFO) and other senior management.

Regarding the senior management's regular succession planning exercise, the Board evaluates internal and external candidates on a need-basis. To find external candidates, the Board seeks input from the members of the Board, senior management, and reputed recruitment firms. .

To develop internal candidates, the Company engages in a number of practices, formal and informal, designed to familiarise the Board with the available talent pool. The formal process involves a periodic talent review of the senior management, at which the executive leadership assesses the most promising leaders. The executive leadership learns about each person's experience, skills, areas of expertise, accomplishments, and goals.

In addition, the senior management is also invited to the business sessions in the board meetings and various strategy sessions organised at the company. The purpose of the formal review and other interactions is to familiarise the executive leadership with the talent pool inside the Company from which the NRC / Board could choose successors to the senior management and evaluate succession for other senior managers as necessary from time to time.

The complete list of Senior Management Personnel of the Company, including the changes therein as of the data of this report is available at

Senior Management Personnel



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