Persistent

ESG Factsheet
FY 2025-26

Contents

Economic Value Generated & Distributed

Direct and Indirect Economic Value Generated (INR in Millions) (GRI 201-1, 201- 4)

Direct Economic Value Generated (A)	FY 2022-23	FY 2023-24	FY 2024-25	FY 2025-26
Revenue (through core business segments)	83,505.92	98,215.87	119,387.17	147,484.49
Other Income (through other sources)	706.17	1,280.20	1,381.54	1,804.26
Total	**84,212.09**	**99,496.07**	**120,768.71**	**149,288.75**
Economic Value Distributed (B)	**FY 2022-23**	**FY 2023-24**	**FY 2024-25**	**FY 2025-26**
Operating cost	11,090.91	13,274.89	15,421.74	21,824.00
Personnel expenses (wages + benefits)	60,121.66	71,102.40	86,228.82	102,371.81
Interest charges	473.4	467.27	671.29	726.82
Taxes and royalties (given to various Govt. wherever business units are located) – Taxes expenses	3,197.59	3,541.15	4,221.47	5,460.92
Taxes and royalties (given to various Govt. wherever business units are located) – Dividend tax paid	-	-	-	-
Dividends (payments to capital providers)	2,980.58	4,153.95	4,657.50	5,816.50
Donations (political parties / politicians)	-	-	-	-
Community development / CSR investments	117.60	175.45	223.78	254.00
Total	**77,981.74**	**92,715.11**	**111,424.60**	**136,454.05**
Economic Value (A-B)	**6,230.35**	**6,780.96**	**9,344.11**	**12,834.70**

Contributions and Other Spending (INR in Millions) (GRI 415-1)

Contributions & Other Spending	FY 2022-23	FY 2023-24	FY 2024-25	FY 2025-26
Lobbying, interest representation or similar Donations (political parties / politicians) and lobbying activities	-	-	-	-
Local, regional or national political campaigns / organisations / candidates	-	-	-	-
Trade associations or tax-exempt groups	2.48	2.53	2.82	2.13
Total contributions and other spending	**2.48**	**2.53**	**2.82**	**2.13**

- The above table is reported on consolidated basis
- We did not make any contributions to and spending for political campaigns, political organisations, lobbyists or lobbying organisations during the reporting period

Environment

Emission

Total greenhouse gas (GHG) emissions: Scope 1, Scope 2, and Scope 3 (GRI 102-5,102-6,102-7)

Greenhouse Gas Emissions (Scope 1, 2 & 3) – Actuals						Targets
Scope	**Unit**	**FY 2022-23**	**FY 2023-24**	**FY 2024-25**	**FY 2025-26**	**FY 2025-26**
Direct Greenhouse Gas Emissions (Scope 1)						
Total direct GHG emissions	tCO_2e	314.08	1,025.51	274.51	83.85	913.53
Scope 1 – Data coverage	%	93%	93%	100%	100%	100%
Indirect Greenhouse Gas Emissions (Scope 2)						
Location-based	tCO_2e	8,047.60	6,492.66	9,988.44*	9,671.57	5,783.66
Market-based	tCO_2e	5,890.23	0	0	0	0
Total scope 1 & 2 – Location-based	tCO_2e	8,361.68	7,518.17	10,262.95*	9,755.42	6,697.18
Total scope 1 & 2 – Market-based	tCO_2e	6,204.31	1,025.51	274.51	83.85	913.53
Scope 2 – Data coverage	%	93%	93%	100%	100%s	100%
Total Scope 3 emissions	**tCO_2e**	**4,337.34**	**9,492.41**	**3,105.59**	**3,818.69**	**12,417.24**
Scope 3 – Data coverage	%	100%	100%	100%	100%	100%

- **Scope 1** is reduced through retrofits of end-of-life HVAC equipment and transition of R22 equipment with energy efficient low-GWP refrigerant HVAC units
- **Scope 2:** market-based emissions are zero, as Persistent Systems procures 100% renewable electricity through a diversified mix, including energy through open-access and green tariffs. Residual emissions are offset using International Renewable Energy Certificate (I-REC) purchases

*FY 2024–25 Scope 2 emissions have been restated in accordance with the India GHG Protocol to reflect updates in calculation methodology, revised emission factors, and improved data accuracy, ensuring consistency and comparability of reported emissions over time.

FY 2025–26 Break-up of greenhouse gas (GHG) emissions by scope: Scope 1, Scope 2, and Scope 3 (GRI 102-5,102-6,102-7)

Greenhouse Gas Emissions (Scope 1, 2 & 3) – tCO_2e				Target
Scope	**FY 2024-25**	**Boundary**	**Emissions calculation and inclusion**	**FY 2025-26**
Scope 1[1]	83.85	Global	DEFRA – 2025	913.52
Scope 2 – Location-based[2]	9,671.57	Global	India – CEA USA – EPA ROW – IEA	5,783.66
Scope 2 – Market-based[2]	0	Global	India – CEA USA – EPA ROW – IEA	-
Scope 3 – Category 1: Purchased goods and services	290.99	Global	Vendor-specific	
Scope 3 – Category 2: Capital goods	723.62	Global	Vendor-specific	
Scope 3 – Category 3: Fuel and energy related activities	436.98	WTT – India T&D loses – Global	DEFRA – 2025	
Category 4: Upstream transportation and distribution	0.94	Global	Vendor-specific	
Scope 3 – Category 5: Waste generated in operations	3.63	Global	DEFRA – 2025	
Scope 3 – Category 6: Business travel	1,841.31	Global	DEFRA – 2025	
Scope 3 – Category 7: Employee commuting	521.23	Global	DEFRA – 2025	
Scope 3 – Category 8: Upstream Leased Assets	Not Applicable	-	-	

Scope 3 – Category 9: Downstream Transportation and Distribution	Not Applicable	-	-	
Scope 3 – Category 10: Processing of Sold Products:	Not Applicable	-	-	
Scope 3 – Category 11: Use of Sold Products	Not Applicable	-	-	
Scope 3 – Category 12: End-of-Life Treatment of Sold Products	Not Applicable	-	-	
Scope 3 – Category 13: Downstream Leased Assets	Not Applicable	-	-	
Scope 3 – Category 14: Franchises	Not Applicable	-	-	
Scope 3 – Category 15: Investments	Not Applicable	-	-	
Total Scope 3 emissions	3,818.69	-	-	12,417.24
Total Scope 1, 2 & 3 emission location-based	**13,574.11**			**19,114.44**
Total Scope 1, 2 & 3 emission market-based	**3,902.54**			**13,330.76**

Note:
Date centre: Persistent Systems does not own or operate any on-premises data centres across its locations. Our technology infrastructure and service delivery model primarily leverage cloud-based platforms and third-party hosting services. Consequently, metrics, disclosures, or assessments specifically related to the operation of company-owned on-premises data centres are Not applicable. Emissions associated with third-party data centre services are accounted for within our Scope 3 greenhouse gas inventory under Category 1 (Purchased Goods and Services) and are reported accordingly.

SBTi Approved Near-Term and Long-Term target

SBTi Target	Target Year	Reduction %	SBTi Target Description
Near-Term Target Scope 1 & 2	FY 2033-34	54.6%	Persistent Systems Limited commits to reduce absolute Scope 1 and 2 GHG emissions 54.6% by FY 2033-34 from a FY 2023-24 base year
Near-Term Target Scope 3	FY 2033-34	54.6%	Persistent Systems Limited also commits to reduce absolute Scope 3 GHG emissions 54.6% within the same timeframe
Long-Term Target Scope 1 & 2	FY 2049-50	90%	Persistent Systems Limited commits to reduce absolute Scope 1 and 2 GHG emissions 90% by FY 2049-50 from a FY 2023-24 base year
Long-Term Target Scope 3	FY 2049-50	90%	Persistent Systems Limited also commits to reduce absolute Scope 3 GHG emissions 90% within the same timeframe
Net-Zero Target	FY 2049-50	Net Zero	Persistent Systems Limited commits to reach net-zero greenhouse gas emissions across the value chain by FY 2049-50

Near-term Scope 1 and Scope 2 GHG reduction target: SBTi-approved

Year	Scope 1	Scope 2	Scope 1 & 2	Reduction Target Y-o-Y
FY 2023-24	1,025.51	6,492.66	7,518.2	-
FY 2024-25	969.52	6,138.16	7,107.7	5.46%
FY 2025-26	913.53	5,783.66	6,697.2	5.78%
FY 2026-27	857.54	5,429.16	6,286.7	6.13%
FY 2027-28	801.54	5,074.67	5,876.2	6.53%
FY 2028-29	745.55	4,720.17	5,465.7	6.99%
FY 2029-30	689.56	4,365.67	5,055.2	7.51%
FY 2030-31	633.56	4,011.17	-4644.7	8.12%
FY 2031-32	577.57	3,656.67	4,234.2	8.84%
FY 2032-33	521.58	3,302.17	3,823.7	9.69%
FY 2033-34	465.58	2,947.67	3,413.3	10.74%

Near-term Scope 3 GHG reduction target: SBTi-approved

Year	Scope 3	Reduction Target Y-o-Y
FY 2023-24	13,939.43	-
FY 2024-25	13,178.34	5.46%
FY 2025-26	12,417.24	5.78%
FY 2026-27	11,656.15	6.13%
FY 2027-28	10,895.06	6.53%
FY 2028-29	10,133.97	6.99%
FY 2029-30	9,372.87	7.51%
FY 2030-31	8,611.78	8.12%
FY 2031-32	7,850.69	8.84%
FY 2032-33	7,089.59	9.69%
FY 2033-34	6,328.00	10.74%

Emissions of ozone-depleting substances (ODS) by type (GRI 102-6)

Parameter	Unit	FY 2022-23	FY 2023-24	FY 2024-25	FY 2025-26
CFC – R22 (Fugitive emission)	Kg	111	46	27	0
HFC – R410a (Fugitive emission)	Kg	85	452	76	9.5
HFC – R407c (Fugitive emission)	Kg	28	3	2	0
CFC – R22 (Ozone Depleting Gas)	Kg	-	-	1.49	0

CFC-22 1 kg = CFC-11 0.055 kg.

Other fugitive emissions, such as HFC-R410A and HFC-R407C, have a CFC-11 equivalent of zero and no ozone-depleting potential.

Emissions of air pollutants other than greenhouse gases (GHG) (GRI 102-7)

Parameter	Unit	FY 2022-23	FY 2023-24	FY 2024-25	FY 2025-26
SOx	Kg	18.30	15.16	27.95	9.73
NOx	Kg	15.0	12.77	31.95	7.98
Particulate matter (PM2.5)	Kg	45.15	34.18	26.88	13.12
Particulate matter (PM10)	Kg	64.50	58.23	45.71	14.51
Volatile organic compounds (VOC)	-	NA	NA	NA	NA

GHG emissions come from our operational control sites. Additionally, there are no continuous air emissions from our DG sets present in our owned locations in India. The DG sets are only operated during power outages and while testing BCP scenarios.

Energy Consumption by Source

Parameter	Unit	FY 2022-23	FY 2023-24	FY 2024-25	FY 2025-26	Target FY 2025-26
Total non-renewable energy consumption	MWh	8,242.20	10,124.13	7,199.80	5,294.97	6,839.81
Total renewable energy consumption	MWh	5,556.45	6,455.44	9,476.54	11,365.05	9,950.37
Total Energy Consumption (RE + non-RE)	MWh	13,798.65	16,579.57	16,676.34	16,660.02	16,790.18
Renewable energy	%	40.27%	38.94%	56.83%	68.22%	59.26%
Data coverage	%	100%	100%	100%	100%	100%

- Renewable energy target – 5% increase of renewable energy Y-o-Y
- Non-renewable energy target – 5% decrease of non-renewable energy Y-o-Y

Energy Target

Energy Source	Unit	Increase / Decrease	FY 2025-26	FY 2026-27	FY 2027-28	FY 2028-29
Renewable energy	%	Increase	5%	5%	5%	5%
Non-Renewable energy	%	Decrease	5%	5%	5%	5%

Energy Consumption by Source

Geo Locations	Total Energy Consumption MWh	Renewable Energy - Solar MWh	Renewable Energy - Wind MWh	Renewable Energy - Green Tariff MWh	REC Generated MWh	Energy Attribute Certificate (EAC) - Purchase MWh	Renewable Energy Source	EAC Certificate Type
India	14,817.06*	1,883.53	3,363.34	6,118.19	3,398.91	0	Wind	REC
France	154.80					154.80	Wind	IREC
Sri Lanka	101.79					101.79	Wind	IREC
Mexico	135.79					135.79	Wind	IREC
Germany	294.17					294.17	Wind	IREC
Switzerland	131.16					131.16	Wind	IREC
UK	35.84					35.84	Wind	IREC
USA	890.78					890.78	Wind	IREC
Canada	59.36					59.36	Wind	IREC
Malaysia	39.27					39.27	Wind	IREC
Grand Total	**16,660.02**	**1,883.53**	**3,363.34**	**6,118.19**	**3,398.91**	**1,843**		

*Energy consumption of 53.05 MWh from diesel generator (DG) units at owned locations is included under Scope 1 stationary greenhouse gas (GHG) emissions.

Water Consumption

Water Withdrawal, Discharge and Consumption (GRI 303-3, 303-4, 303-5)

	Units	FY 2022-23	FY 2023-24	FY 2024-25	FY 2025-26
Water withdrawal (A)	Kl	46,376.02	102,895.13	87,333.81	86,607.64
Water discharge (B)	Kl	17,245.04	15,096.32	9,799.99	17,610.00
Total net freshwater consumption (A-B)	Kl	29,131.01	87,798.76	77,533.82	68,997.64
Data coverage	%	93%	93%	93%	93%

Reduction of Water Consumption Target

- Reduction of freshwater consumption target – 5% decrease Y-o-Y
- Water consumption and withdrawal are reported for India locations. The Company does not have operational control over water data for global locations, as this is managed by building operators as part of facility maintenance

Water withdrawal, consumption, and discharge in water-stressed areas (GRI 303-3, 303-4, 303-5)

Parameter	Units	FY 2023-24	FY 2024-25	FY 2025-26
(ii) To Groundwater	Kl	16,671.00	16,924.39	15,776.00
(iii) Third party water	Kl	72,970.27	62,872.38	63,961.61
(v) Others — Packed drinking water	Kl	13,253.85	280.71	304.54
Total volume of water withdrawal (ii + iii + v)	Kl	102,895.12	80,077.48	80,042.15
Total volume of water consumption	Kl	94,078.96	70,277.49	62,432.15

- During FY 2025–26, certain Persistent Systems office locations in India are situated in water-stressed areas, as identified using the World Resources Institute (WRI) Aqueduct Water Risk Atlas. Details of water conservation initiatives are provided in the FY 2024–25 ESG Report
- The affected locations include Pune, Nagpur, Ahmedabad, Jaipur, Gurugram, Kochi, Noida, Hyderabad, Indore, and Bengaluru

Waste Generated During Operations

Waste Generation (GRI 306-3)

Categories	Generation in Metric Tonnes				
	FY 2021-22	FY 2022-23	FY 2023-24	FY 2024-25	FY 2025-26
Plastic waste	182.80	3.15	22.98	4.58	11.40
E-waste	8.81	8.4	16.45	8.41	194.47
Construction and demolition waste	-	4.6	-	-	-
Battery waste	0	0	6.3	0.48	12.34
Other non-hazardous waste	45.39	46.06	83.12	107.17	534.65
Other hazardous waste	39.74	0.19	1.34	0.89	0.66
Bio-medical waste	-	-	-	0.55	0.63
Grand Total	**276.75**	**62.40**	**130.17**	**122.09**	**754.14**

Waste Disposal Methods (GRI 306-4, 306-5)

Category	Units	FY 2021-22	FY 2022-23	FY 2023-24	FY 2024-25	FY 2025-26
Total waste recycled	**Metric tonnes**	**276.49**	**57.8**	**128.83**	**121.20**	**725.57**
Waste recycled	Metric tonnes	231.10	57.54	99.93	63.45	725.57
Waste recovered through other operations – Reused	Metric tonnes	45.39	0.26	28.9	57.75	0

Total waste disposed	**Metric tonnes**	**0.25**	**4.79**	**1.34**	**0.89**	**28.57**
Waste landfilled	Metric tonnes	-	4.6	-	-	-
Waste incinerated without energy recovery	Metric tonnes	0.25	0.19	1.34	0.89	28.57
Data coverage (as % of denominator)	Percentage	93%	93%	93%	100%	100%

- Data reported is for global locations
- We aim to achieve 90% of waste recycling Year on Year (Y-o-Y) upto FY 2029-30

Intensity

Categories	UOM	Per Million Dollar USD	Per Employee
Scope 1 & 2 emissions – Location-based	tCO_2e	5.90	0.35
Scope 1 & 2 emissions – Market-based	tCO_2e	0.05	0.003
Energy consumption	MWh	10.07	0.61
Water consumption	Kl	41.72	2.89
Waste generated in operations	Tones	0.46	0.03

Social

Workforce Breakdown (GRI 2-7)

Workforce Breakdown by Employee Category

Employee Category	FY 2022-23			FY 2023-24			FY 2024-25		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Junior	13,015	6,523	19,538	13,210	6,347	19,557	13,262	6,550	19,812
Middle	2,436	490	2,926	3,127	642	37,69	3,514	753	4,267
Senior	396	29	425	486	38	524	477	38	515
Total	**15,847**	**7,042**	**22,889**	**16,823**	**7,027**	**23,850**	**17,253**	**7,341**	**24,594**

Employee Category	FY 2025-26		
	Male	Female	Total
Junior	14,394	7,120	21,514
Middle	4,326	967	5,293
Senior	632	63	695
Total	**19,352**	**8,150**	**27,502**

- Junior: Freshers, Intern, Trainee, Contractor
- Middle: First level managers, Middle management
- Senior: Leadership team, Decision maker, Delivery head

Workforce Breakdown by Employment Type

Employment Type	FY 2022-23			FY 2023-24			FY 2024-25		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Regular / FTE	14,830	6,600	21,430	15,426	6,524	21,950	15,482	6,723	22,205
Contract	1,017	442	1,459	1,397	503	1,900	1,771	618	2,389
Total	**15,847**	**7,042**	**22,889**	**16,823**	**7,027**	**23,850**	**17,253**	**7,341**	**24,594**

Employment Type	FY 2025-26		
	Male	Female	Total
Regular / FTE	17,195	7,406	24,601
Contract	2,157	744	2,901
Total	**19,352**	**8,150**	**27,502**

Workforce Breakdown by Country

Employee Country	FY 2022-23*			FY 2023-24*			FY 2024-25		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
India	13,831	6,375	20,206	20,707	13,831	6,375	14,660	6,552	21,212
USA	1,295	409	1,704	2,263	1,295	409	1,918	583	2,501
Europe							213	67	280
ROW	721	258	979	880	721	258	462	139	601
Total	**15,847**	**7,042**	**22,889**	**23,850**	**15,847**	**7,042**	**17,253**	**7,341**	**24,594**

Employee Country	FY 2025-26		
	Male	Female	Total
India	16,588	7,281	23,869
USA	2,021	630	2,651
Europe	232	72	304
ROW	511	167	678
Total	**19,352**	**8,150**	**27,502**

*In FY 2022–23 and FY 2023–24, the Rest of World (ROW) headcount comprised employees from Europe and other ROW regions.

Workforce Breakdown by Age

By Age	FY 2022-23			FY 2023-24			FY 2024-25		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Under 30 years old	6,957	3,947	10,904	6,151	3,431	9,582	4,694	2,708	7,402
30-50 years old	8,425	3,012	11,437	10,137	3,511	13,648	11,925	4,515	16,440
Over 50 years old	465	83	548	535	85	620	634	118	752
Total	**15,847**	**7,042**	**22,889**	**16,823**	**7,027**	**23,850**	**17,253**	**7,341**	**24,594**

By Age	FY 2025-26		
	Male	Female	Total
Under 30 years old	4,813	2,746	7,559
30-50 years old	13,757	5,266	19,023
Over 50 years old	782	138	920
Total	**19,352**	**8,150**	**27,502**

Average Tenure of Workforce by Gender - Years

Tenure (years)	FY 2022-23			FY 2023-24			FY 2024-25		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Tenure	2.55	2.74	2.61	2.88	3.22	2.98	3.17	3.50	3.27

Tenure (years)	FY 2025-26		
	Male	Female	Total
Tenure	3.23	3.55	3.32

Workforce Breakdown – US Workforce (GRI 2-7)

Share in total workforce (as % of total workforce) – FY 2025-26

	US Workforce	Total Workforce	% of Total Workforce
Employee	2,651	27,502	**9.64%**

Share in all Management Positions – US Workforce FY 2025-26

By Employee Category	Overall Employees	USA Employees	% of USA Management workforce
Junior	21,514	1,734	8.06%
Middle	5,293	602	11.37%
Senior	695	315	45.32%
Grand Total	**27,502**	**2,651**	**9.64%**

Workforce Breakdown – Europe Workforce (GRI 2-7)

Share in total workforce (as % of total workforce) – FY 2025-26

	Europe Workforce	Total Workforce	% of Total Workforce
Employee	304	27,502	**1.11%**

Share in all Management Positions – Europe Workforce FY 2025-26

By Employee Category	Overall Employees	Europe Employees	% of Europe Management Workforce
Junior	21,514	176	0.82%
Middle	5,293	107	2.02%
Senior	695	21	3.02%
Grand Total	**27,502**	**304**	**1.11%**

Workforce Breakdown: Gender – % of Total Workforce

Diversity Indicator	Percentage				Target
	FY 2022-23	FY 2023-24	FY 2024-25	FY 2025-26	FY 2026-27
Total women workforce	30.80%	29.50%	29.85%	29.63%	29.78%
Manager positions, including junior, middle and top management	26.40%	26.10%	26.30%	26.51%	26.64%
First level of management – Junior management	30.50%	30.50%	30.90%	31.15%	31.31%
Leadership team - Two levels away from the CEO	6.90%	7.30%	7.41%	9.09%	9.14%
Management positions in revenue-generating functions	25.70%	25.00%	25.53%	25.91%	26.04%
Women in STEM-related positions	30.10%	28.40%	29.57%	29.62%	29.77%

Workforce Breakdown: Nationality

Nationalities	Share in total workforce (as a percentage of total workforce)	Share in all management positions, including junior, middle and senior management (as a percentage of total management workforce)
Indian	93.97%	94.81%
American	2.48%	2.45%
Canadian	0.40%	0.37%
Mexican	0.37%	0.36%
Malaysian	0.31%	0.22%
Polish	0.23%	0.21%
Other Nationalities	2.23%	1.58%

Workforce Trade Union and Collective Bargaining Coverage

	FY 2022-23	FY 2023-24	FY 2024-25	FY 2025-26
Percentage of employees represented by an independent trade union	0%	0%	0%	0%

Persistent Systems Limited recognises and respects employees’ fundamental rights to freedom of association and collective bargaining, in line with applicable labour laws and international human rights principles, including ILO Conventions. Employees are free to form, join, or choose not to join associations, trade unions, works councils, or collective bargaining bodies, without fear of retaliation, discrimination, intimidation, or harassment. At present, Persistent does not have any recognised trade unions, works councils, or collective bargaining agreements. The absence of such arrangements is not due to any restriction or policy constraint and participation in employee representative structures remains entirely voluntary. Persistent’s commitment to freedom of association and collective bargaining is formalised through its Human Rights Policy and Equal Employment Opportunity Policy which apply across its global operations.

Trend of Employee Wellbeing, Employee Satisfaction Score

Core Focus	Unit	FY 2022-23	FY 2023-24	FY 2024-25	FY 2025-26	Target FY 2026-27
	% of employees with top level of engagement, satisfaction, wellbeing, or employee Net Promoter Score (eNPS)	85.90%	8.2 / 10 (0.2 above industry benchmark)	8.1 / 10 (0.2 above industry benchmark)	8.3 / 10 (0.4 above industry benchmark)	8.3 / 10
Data coverage	% of employees who responded to the survey	74.80%	72.00%	79.00%	79.00%	-

Employees Receiving Regular Professional and Career Development Reviews (GRI 404-3)

Management	Employees Count		% of Employee assessed		
	Male	Female	Male	Female	Total %
Junior (%)	11,145	5,878	98.24%	98.75%	98.58%
Middle (%)	3,877	879	98.76%	98.05%	98.18%
Senior (%)	134	17	85.00%	84.81%	84.83%
Total employee (%)	**15,156**	**6,773**	**98.27%**	**98.43%**	**98.38%**

New Hires
(GRI 401-1)

Average Hiring Cost

Average Hiring Cost / Employee Currency: INR	FY 2022-23	FY 2023-24	FY 2024-25	FY 2025-26
	94,743	97,608	90,988	70,880

New Hires by Management Category

Employee Category	FY 2022-23			FY 2023-24			FY 2024-25		
	Male	**Female**	**Total**	**Male**	**Female**	**Total**	**Male**	**Female**	**Total**
Junior	8,341	3,680	12,021	4,751	1,758	6,509	4,770	2,039	6,809
Middle	895	136	1,031	853	137	990	832	149	981
Senior	123	7	130	130	9	139	113	12	125
Total	**9,359**	**3,823**	**13,182**	**5,734**	**1,904**	**7,638**	**5,715**	**2,200**	**7,915**

Employee Category	FY 2025-26		
	Male	**Female**	**Total**
Junior	6,170	2,575	8,745
Middle	1,123	236	1,359
Senior	185	20	205
Total	**7,478**	**2,831**	**10,309**

New Hires by Region

Region	FY 2022-23			FY 2023-24			FY 2024-25		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
India	7,920	3,327	11,247	4,300	1,434	5,734	4,203	1,744	5,947
USA	1,020	381	1,401	1,138	380	1,518	1,189	385	1,574
Rest of the world	419	115	534	296	90	386	323	71	394
Total	**9,359**	**3,823**	**13,182**	**5,734**	**1,904**	**7,638**	**5,715**	**2,200**	**7,915**

Region	FY 2025-26		
	Male	Female	Total
India	5,897	2,310	8,207
USA	1,140	401	1,541
Rest of the world	441	120	561
Total	**7,478**	**2,831**	**10,309**

New Hires by Age

Age	FY 2022-23			FY 2023-24			FY 2024-25		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Under 30 years old	5,553	2,733	8,286	2,062	952	3,014	1,735	985	2,720
30-50 years old	3,603	1,055	4,658	3,482	923	4,405	3,722	1,164	4,886
Over 50 years old	203	35	238	190	29	219	258	51	309
Total	**9,359**	**3,823**	**13,182**	**5,734**	**1,904**	**7,638**	**5,715**	**2,200**	**7,915**

Age	FY 2025-26		
	Male	Female	Total
Under 30 years old	2,574	1,259	3,833
30-50 years old	4,589	1,517	6,106
Over 50 years old	315	55	370
Total	**7,478**	**2,831**	**10,309**

New Hires by Nationality

Age	FY 2025-26		
	Male	Female	Total
Indian	6,389	2,530	8,919
American	619	198	817
Canadian	124	34	158
Mexican	65	6	71
Polish	38	3	41
Malaysian	11	4	15
Other Nationalities	232	56	288
Total	**7,478**	**2,831**	**10,309**

Open Positions filled by Internal Candidates

Core Focus	Units	FY 2022-23	FY 2023-24	FY 2024-25	FY 2025-26
Percentage of open positions filled by internal candidates (internal hires)	%	86.88%	77.25%	65.00%	63.00%

Voluntary Turnover Rate (GRI 401-1)

Employee Turnover Rate by Category

Employee Category	FY 2022-23			FY 2023-24			FY 2024-25		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Junior	21.10%	19.40%	20.50%	12.50%	11.80%	12.20%	13.9%	12.2%	13.3%
Middle	15.50%	16.20%	15.60%	8.00%	7.90%	8.00%	11.0%	10.5%	10.9%
Senior	18.10%	7.80%	17.40%	9.80%	9.00%	9.70%	14.3%	26.3%	15.2%
Total	**20.10%**	**19.10%**	**19.80%**	**11.60%**	**11.40%**	**11.50%**	**13.30%**	**12.10%**	**12.90%**

Employee Category	FY 2025-26		
	Male	Female	Total
Junior	14.98%	12.79%	14.23%
Middle	7.76%	9.77%	8.12%
Senior	15.33%	13.86%	15.21%
Total	**13.26%**	**12.43%**	**13.01%**

Employee Turnover by Employment Type

Employee Type	FY 2022-23			FY 2023-24			FY 2024-25		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Full Time Employees	20.10%	19.10%	19.80%	11.60%	11.40%	11.50%	13.28%	12.11%	12.93%
Total	**20.10%**	**19.10%**	**19.80%**	**11.60%**	**11.40%**	**11.50%**	**13.28%**	**12.11%**	**12.93%**

Employee Type	FY 2025-26		
	Male	Female	Total
Full Time Employees	13.26%	12.43%	13.01%
Total	**13.26%**	**12.43%**	**13.01%**

Employee Turnover by Region

Region	FY 2022-23			FY 2023-24			FY 2024-25		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
India	19.60%	19.00%	19.40%	11.30%	11.00%	11.20%	13.16%	11.83%	12.75%
USA	20.60%	18.80%	20.30%	12.20%	8.80%	11.40%	12.79%	14.75%	13.22%
ROW	29.00%	21.60%	27.00%	16.60%	26.80%	19.10%	17.30%	17.63%	17.38%
Total	**20.10%**	**19.10%**	**19.80%**	**11.60%**	**11.40%**	**11.50%**	**13.28%**	**12.11%**	**12.93%**

By Region	FY 2025-26		
	Male	Female	Total
India	13.42%	12.56%	13.16%
USA	11.42%	12.10%	11.57%
ROW	12.44%	8.20%	11.39%
Total	**13.26%**	**12.43%**	**13.01%**

Employee Turnover by Age

Age	FY 2021-22			FY 2022-23			FY 2023-24		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Under 30 years old	22.10%	20.30%	21.40%	14.20%	12.80%	13.70%	18.30%	16.30%	17.57%
30-50 years old	18.90%	17.80%	18.60%	10.00%	10.00%	10.00%	11.44%	9.63%	10.94%
Over 50 years old	15.20%	15.30%	15.20%	9.10%	12.90%	9.60%	10.54%	12.31%	10.81%
Total	20.10%	19.10%	19.80%	11.60%	11.40%	11.50%	13.28%	12.11%	12.93%

Age	FY 2024-25		
	Male	Female	Total
Under 30 years old	23.14%	17.38%	20.99%
30-50 years old	9.96%	9.66%	9.88%
Over 50 years old	8.28%	13.08%	9.03%
Total	**13.26%**	**12.43%**	**13.01%**

Remuneration of Women to Men (GRI 405-2)

Employee Level	Average Women (in INR)	Average Men Salary (in INR)
Executive level (base salary only)	24,655,612	22,964,291
Executive level (base salary + other cash incentives)	33,745,312	33,384,076
Management level (base salary only)	13,608,752	13,596,849
Management level (base salary + other cash incentives)	17,361,206	17,882,893
Non-management level (base salary only)	2,496,079	2,467,557
Non-Management level (base salary + other cash incentives)	2,718,111	2,680,408

- Coverage: 100% of Full-Time Employee (FTE)

Employee Benefits (GRI 401-2)

By Employee Category	India		USA		ROW	
	Regular / FTE	Temporary	Regular / FTE	Temporary	Regular / FTE	Temporary
Health – Medical insurance	Yes (including parents)	No	Yes	No	Yes	No
Group term life insurance	Yes	No	Yes	No	Yes	No
Critical illness insurance	Yes	No	No	No	Yes (country specific)	No
Personal accident insurance	Yes	No	Yes	No	Yes (country specific)	No
Dental & vision cover	Yes	No	Yes	No	Yes	No
Disability & income protection	Yes	No	Yes	No	Yes (country specific)	No
Add on coverages (top up + critical illness + OPD + pet insurance + super top up + life / disability, etc.	Yes	Yes (specific add-ons only)	Yes (specific add-ons only)	No	Yes (specific to country & add-ons)	No
Health & wellbeing	Yes	Yes	Yes	Yes	Yes	Yes
Long service award	Yes	No	Yes	No	Yes	No
Project party	Yes	Yes (for trainee				
Emergency care fund	& intern/s only)	Yes	No	Yes	No	
Retiral benefits (PF + Gratuity + Pension, etc.)	Yes	No	No	No	Yes (country specific)	No

Flexible working hours	Yes	Yes – PF applicable for trainee & intern/s	Yes	No	Yes	No
Reward & recognition	Yes	Yes	Yes	Yes – For most of the contract ors	Yes	Yes – For most of the contractors
Transfer or relocation	Yes	Yes	Yes	Yes	Yes	Yes
Annual paid leave	Yes	No	Yes	No	Yes	No
Sabbatical	Yes	No	Yes	No	Yes	No
Life event leaves (maternity, paternity, child adoption)	Yes	No	Yes	No	Yes	No
Meal vouchers / canteen facility / office pantry	Yes	No	Yes	No	Yes	No
Loans and advances (house, car, salary advance)	Yes	Yes	Yes	Yes	Yes (country specific)	Yes
Stock Ownership	Yes	No	Yes	No	Yes (country specific)	No
Healthy Mind Healthy Body (Wellness Program)	Yes (on discretionary basis)	No	Yes (on discretionary basis)	No	Yes (on discretionary basis)	No
Special Needs Leave	Yes	Yes	Yes	Yes	Yes	Yes

Training

Training Cost per Full-Time Employee (FTE)
(GRI 404-2)

Particulars	FY 2022-23	FY 2023-24	FY 2024-25	FY 2025-26
Average learning cost per Employee in INR*	8,953	11,484	11,027	11,702

*Coverage: 100% of FTE's

Training Cost including Full-Time Employee (FTE) and Contractors
(GRI 404-2)

Particulars	FY 2023-24	FY 2024-25	FY 2025-26
Average learning cost per Employee and Contractors in INR*	10,329	9,918	10,662

- Average learning cost per Employee and contractors covers all operations and total workforce

Category	Employee Count		Total Learning Hours		Average Hours		Total Average Hours
	Male	Female	Male	Female	Male	Female	
Junior	11,997	6,251	1,418,900.48	713,510.41	115.95	111.91	114.57
Middle	4,241	948	387,883.69	78,370.22	89.66	81.04	88.09
Senior	620	62	25,838.56	2,403.41	40.88	38.15	40.64
Total	**16,858**	**7,261**	**1,832,622.73**	**794,284.05**	**106.58**	**107.25**	**106.78**

*Total employee count includes only active learners.
Coverage: 100% of FTE's

Average Training Hours by Full-Time Employee (FTE) and Contractors

Category	Employee Count		Total Learning Hours		Average Hours		Total Average Hours
	Male	Female	Male	Female	Male	Female	
Regular / Employee	16,858	7,261	1,832,622.73	794,284.05	106.58	107.25	106.78
Contractor	1,851	639	72,104.68	27,008.14	33.44	36.30	34.17
Total	**18,710**	**7,899**	**1,904,727.41**	**821,292.19**	**98.43**	**100.77**	**99.12**

Coverage: 100% of FTE's & Contractors

Average Training Hours by Full-Time Employee (FTE) Region (GRI 404-1)

Category	Employee Count		Total Learning Hours		Average Hours		Total Average Hours
	Male	Female	Male	Female	Male	Female	
India	15,209	6,781	1,716,411.31	761,994.57	110.64	110.16	110.50
USA	545	180	45,988.04	13,662.74	82.71	74.25	80.61
ROW	1,104	299	70,223.38	18,626.73	62.37	61.07	62.09
Total	**16,858**	**7,261**	**1,832,622.73**	**794,284.05**	**106.58**	**107.25**	**106.78**

Coverage: 100% of FTE's

Average Training Hours by Full-Time Employee (FTE) Age (GRI 404-1)

Category	Employee Count		Total Learning Hours		Average Hours		Total Average Hours
	Male	Female	Male	Female	Male	Female	
Under 30 years old	492	84	30,213.58	5,376.30	60.19	62.52	60.53
30- 50 years old	4,808	2,883	569,767.08	339,614.35	116.18	115.48	115.92
Over 50 years old	11,558	4,293	1,232,642.07	449,293.40	104.56	102.60	104.03
Total	**16,858**	**7,261**	**1,832,622.73**	**794,284.05**	**106.58**	**107.25**	**106.78**

Coverage: 100% of FTE's

Type of Training Full-Time Employee (FTE) – Employee (GRI 404-1)

Track of Training	Employee Count		Employee Completion %	
	Male	Female	Male	Female
Non-Technical	19,291	8,195	94.66%	94.96%
Soft Skills	9,547	4,832	46.84%	55.99%
Technical	12,589	5,412	61.77%	62.71%

Coverage: 100% of FTE's

Human Capital Return on Investment in INR

	FY 2022-23	FY 2023-24	FY 2024-25	FY 2025-26
Total revenue	83,505,920,000	98,215,870,000	119,387,170,000	147,484,490,000
Total operating expenses	71,507,020,000	85,020,010,000	102,545,630,000	124,286,380,000
Total employee-related expenses (salaries + benefits)	49,695,650,000	59,609,700,000	68,737,170,000	79,495,420,000
Resulting HC ROI (a - (b-c)) / C	1.24	1.22	1.25	1.29

Maternity and Paternity Leave (GRI 401-3)

Particulars	Count	Return to Work Rate	Retention Rate
Maternity Leave	177	159*	100%
Paternity Leave	917	917	100%

*Including 18 Female employees who are still on leave

Maternity and Paternity Leave (GRI 401-3)

Leave Type	No of Days
Maternity leave	182 days in case of 1st and 2nd child
	84 days in case of 3rd child
Miscarriage leave	6 weeks
Paternity leave	5 days
Paid privileged leaves	Paid privileged leaves can be used for any reasons such as sick, dependent care, elderly care, personal time off and others.
Child adoption leave / Commissioning leave	12 weeks of leave in case child's age is below 18 months
	10 Days of leave in case child's age is below 18 months

Please note that all the above leave types are applicable to primary and non-primary care givers pertain to India geography (The majority of employees are in this region). For the rest of the countries, we adhere to their respective local laws regarding Parental leaves.

Absenteeism Rate

Absentees Rate	UOM	FY 2022-23	FY 2023-24	FY 2024-25	FY 2025-26	Target FY 2025-26
%	% of total days scheduled	3.10%	1.98%	1.58%	1.30%	1.50%
Data coverage	% of employee	100%	100%	100%	100%	

Governance

Board Diversity Snapshot

Total Board Members	10
Executive Directors	3
Non-Executive Independent Directors	7
Non-Executive Independent Women Directors	2
Board Independence	70%
Board Gender Diversity	20%
Board Average Age (Years)	64
Average Tenure of Board (Years)	7.2

Management Ownership

Position	Name (s)	No of Shares held at the end of reporting period*	Values of Shares as per stock price on last trading day of FY 26 (INR)	Base Salary (INR)	Multiple of base salary
Chief Executive Officer	Sandeep Kalra	60,000	4,877.20	103,630,000.00	2.82
Average across other executive committee members owning shares	Dr. Anand Deshpande Vinit Teredesai	45,791,080	4,877.20	39,680,000.00	5,196.34

*4,877.20 – closing market price as on March 31, 2026 on the Stock Exchange with highest traded volume i.e. NSE Limited

CEO to Employee Pay Ratio

The Company tracks the ratio of median and mean employee compensation to the total annual compensation of the CEO. The information is publicly available through the Company's statutory disclosures and Annual Report.

Category		
CEO Compensation	224,320,000.00	
	Median Employee Compensation	Mean Employee Compensation
Employee Compensation	1,676,000.00	2,617,409.75
Ratio between CEO Compensation and mean or median of employee compensation	133.84	85.70

Customer Satisfaction Measurement

Satisfaction Measurement	Unit	FY 2022-23	FY 2023-24	FY 2024-25	FY 2025-26	Target FY 2025-26
Satisfaction measurement	Satisfaction measurement methodology: (eNPS)	88	85	59	72	69
Data coverage: (response rate)	% of Customers	100	100	81	87	-

Lobbying and Trade Associations (GRI 2-28)

S. No	Name of the trade and industry chambers / associations	Reach of trade and industry chambers / associations (State / National / International)
1.	National Association for Software and Services Companies (NASSCOM)	National
2.	Confederation of Indian Industry (CII)	National
3.	Mahratta Chamber of Commerce Industries and Agriculture (MCCIA)	State
4.	Indo-German Chamber of Commerce (IGCC)	International
5.	Software Exporters Association of Pune (SEAP)	State
6.	Hinjewadi Industries Association, Pune (HIA)	State
7.	The German Chambers of Commerce Abroad (AHK)	International
8.	Indo-Australian Chamber of Commerce (IACC)	International

Persistent is a proud signatory to the United Nations Global Compact (UNGC) since 2022, reaffirming its commitment to responsible business practices and sustainable development

Financial Risks of Climate Change (GRI 201-2)

Risks driven by changes in regulation

Brief description of the most significant risk and methods used to manage this risk	With adoption of new emerging technologies, the level of energy consumption may increase leading to increase in carbon emissions and thus impacting sustainability goals of the organisation. **Mitigation plan** ○ Our Climate action goals: - Maintain carbon neutrality across Scope 1 and Scope 2 emissions annually - To source 100% of electricity from renewable energy for all owned facilities by FY 2026 - Reduce absolute GHG emissions of Scope 1 & 2 by 54.6% and Scope 3 by 54.6% by FY 2034 from a FY 2024 ○ Strategy to ensure carbon neutrality status by adopting innovation and regulatory changes to reduce emission and increase renewable energy consumption ○ Persistent has committed to set near- and long-term company-wide emission reductions in line with science-based net-zero with the SBTi ○ Decarbonisation Roadmap with strategies in line with SBTi guidelines enabling to achieve reduction in emissions ○ All owned campuses are enabled with roof top solar generation and 2 windmills connected through open access ○ Technology assessment including potential benefits and energy consumption implications ○ Continuous improvement to monitor and evaluate the environmental performance of new technology, identify areas for improvement and implement corrective measures as a continuous process ○ Green procurement policy enabling buyers to evaluate the suppliers based on emissions from purchase of goods and services
Estimated financial implications of the risk before taking action	Risk Impact Score is “Medium”, thus financial implication is approx. INR 551.95 Mn.
Average estimated time frame (in number of years) for financial implications of this risk	5 years
Estimated costs of these actions	INR 89,990,000

Risks driven by change in physical climate parameters or other climate-change related developments	
Brief description of the most significant risk and methods used to manage this risk	Reducing ground water level, Rain cycle impacts leading to water crisis globally **Mitigation plan** ○ Water resource analysis performed for all global location and classified accordingly into categories as per 'Aqueduct Water Risk Atlas' ○ Vulnerability Identification and location level mitigation plans implemented to monitor water consumption ○ Conservation and efficiency measures through operational control and continuous awareness sessions with employees to ensure efficiency in water consumption. All our owned facilities are equipped with Rainwater recharging facility enabling to recharge groundwater ○ We consider groundwater sources of locations as the last resort ○ We also conduct frequent awareness sessions on sustainable water management ○ We are engaged with CSR activities like Integrated watershed development program, open well for drinking to create awareness and community development **Opportunity:** Proactive ESG measures and CSR initiatives taken by Persistent strengthens its brand, thus making it attractive to organisations seeking an IT Services partner with a shared vision. Additionally, it also helps attract and retain younger talent
Estimated financial implications of the risk before taking action	Risk Impact Score is "Medium", thus financial implication is approx. INR 551.95 Mn.
Average estimated time frame (in number of years) for financial implications of this risk	5 years
Estimated costs of these actions	INR 89,990,000

Financial Opportunities Arising from Climate Change (GRI 201-2)

Sr. No.	Project Description	Estimate the current annual cost (INR)	Estimated time frame (Years)	Estimate the annual financial positive implications (kWh)
1.	Exhaust System with EC Fans Retrofit	3,854,666.00	4.43	67,253
2.	HVAC Retrofit	3,443,600.00	253.41	357,308
3.	Chiller Plant Manager System Retrofit	2,511,986.00	27.10	38,211
4.	Energy saving AUH automation	1,223,760.00	183.49	258724
5.	LED Retrofits in owned locations	831,675.00	152.75	2,153,701
	Grand Total	**11,865,687.00**	**621.18**	**2,875,197.00**

Human Right Assessment
(GRI 2-23; 2-24; 2-25; 412-1; 412-3)

% of your plants and offices that were assessed (by entity or statutory authorities or third parties)

Child labour	Our India operations have been assessed by Persistent Internal Audit Team and are also 100% ISO 14001:2015 and ISO 45001:2018 certified. At our overseas locations, we have implemented processes aligned with legal requirements and ensure compliance across our global operations. Refer to ISO 45001:2018 Certificates
Forced / Involuntary labour	
Sexual harassment	
Discrimination at the workplace	
Wages	
Others – Please specify	

Human Rights Assessment Coverage and Mitigation

Assessment Category	Basis of Reporting	% of Category Assessed in the Last Three Years	% of Assessed Category Where Human Rights Risks Were Identified	% of Identified Risks for Which Mitigation Actions Were Implemented
Own Operations	Locations	100%	0%	0%
Contractors and Tier 1 Suppliers	Number of Tier 1 Suppliers	100%	0%	0%
Joint Ventures (>10% stake)	Not Applicable	Not Applicable	Not Applicable	Not Applicable

Breach of Code of Conduct and Ethics (GRI 2-26; 205-3; 419-1)

S. No	Reporting areas of breach	Number of breaches FY 2025-26
1.	Corruption and Bribery	Zero
2.	Discrimination or Harassment	Zero
3.	Sexual Harassment	3
4.	Customer Privacy Data	Zero
5.	Conflicts of Interest	Zero
6.	Money laundering or Insider Trading*	10

*There were 10 violations of the Code of Conduct formulated under the Prohibition on Insider Trading Regulations, 2015. The Company acted judiciously imposing penalties on the violators. The Company continues its efforts to create awareness regarding trading in Persistent shares for Designated Persons.

Disclosure of Government Requests for Customer Information

Key Indicator	FY 2025-26
Number of government / law enforcement requests received	0
Percentage of requests resulting in full or partial disclosure	0%

Persistent is a software development company. We operate based on customer mandates and agreements with customers. We do not use customer data for any other secondary purposes nor rent, sell, or provide personal data to third parties for purposes other than completing transactions/services.

Annexure

Environmental data calculation methodology

The conventions and computation methods used for calculating the emissions, freshwater consumption, and electricity consumption reported in Environmental section are described in this section.

GHG emissions

The Company's GHG accounting approach is designed to quantify emissions associated with its operations and value chain while supporting informed decision-making for climate action and emissions management. Emission sources are evaluated based on their relevance, materiality, and potential for reduction through operational efficiencies, technological interventions, or market-based mechanisms.

The inventory includes carbon dioxide (CO_2), methane (CH_4), nitrous oxide (N_2O), hydrofluorocarbons (HFCs), perfluorocarbons (PFCs), and sulfur hexafluoride (SF_6), and is structured around the significant emission categories described below.

GHG inventory comprises the following significant emission categories:

Scope 1

Calculation of Scope 1(direct) GHG emissions is based on factors and equations considered from the Greenhouse Gas Protocol – A Corporate Accounting and Reporting Standard (Revised edition) published by World Business Council for Sustainable Development, net calorific values and fuel density information sourced from the Intergovernmental Panel on Climate Change’s (IPCC 2006 guidelines for National Greenhouse Gas Inventories - Volume 2), the Global warming potential (GWP) values from IPCC Sixth Assessment Report, 2020 (AR6), DEFRA: Greenhouse gas reporting: conversion factors 2025.

Stationary combustion

Copilot said: The sources of emissions included under this category comprise diesel consumption in diesel generators and the use of fire extinguishers (CO_2, ABC, and mechanical foam). The total monthly quantity of diesel consumed, and fire extinguisher usage is quantified at the location level and used for emissions calculation. Emissions are estimated using emission factors sourced from the DEFRA 2025 (UK Government) dataset. Electricity generated through onsite rooftop solar installations is derived from renewable energy sources and, accordingly, the associated emissions are considered to be zero.

Mobile fuel consumption – Diesel & Petrol

Fuel consumption from company-owned and fully leased vehicles is tracked on a monthly basis and used for GHG emissions quantification. The inventory includes both petrol and diesel consumed by these vehicles. Emissions are calculated using the relevant emission factors published in the DEFRA (UK Government) 2025 dataset, which are applied to the recorded fuel consumption data to estimate the associated greenhouse gas emissions.

Refrigerant-related fugitive emissions from HVAC equipment

As an IT services organisation, the Company operates facilities equipped with HVAC systems that utilise refrigerants such as R410A, R407C, and R134a. The use of R22 refrigerant has been completely phased out due to its ozone-depleting potential. Fugitive emissions are estimated based on the total quantity (kg) of refrigerants refilled during breakdown maintenance and preventive servicing of air-conditioning systems, as recorded in service reports. The annual consolidated consumption of each refrigerant type is used for GHG emissions quantification, with emissions calculated using the relevant emission factors published in the DEFRA (UK Government) 2025 dataset.

Scope 2

This category includes emissions associated with purchased electricity consumed across the Company's operations. Electricity consumption is captured based on actual utility bills and metered data wherever available. The Company discloses both location-based and market-based Scope 2 emissions in accordance with the GHG Protocol Scope 2 Guidance and the updated India GHG Program requirements.

Location Based Scope 2 emissions

Under the **location-based method**, emissions are calculated based on the average emissions intensity of the electricity grids from which energy is consumed, irrespective of the source of electricity procured. Accordingly, all electricity supplied through DISCOMs, including renewable electricity sourced through green tariffs, renewable energy products, or other renewable power arrangements, is included in the emissions calculation using the applicable regional grid emission factors. Emission calculations for operations in India use the latest emission factors published by the Central Electricity Authority (CEA 2025), while operations in the United States by the U.S. Environmental Protection Agency (EPA) and other international locations use the latest available emission factors published the International Energy Agency (IEA 2025), respectively.

Market-based Scope 2 emissions

Under the **market-based method**, emissions reflect the Company's contractual procurement of renewable electricity. Renewable electricity supplied through DISCOMs and supported by eligible contractual instruments is considered to have zero associated emissions. The Company has matched its electricity consumption with renewable energy through the procurement and retirement of Renewable Energy Certificates (RECs) and International Renewable Energy Certificates (I-RECs), enabling 100% renewable electricity coverage under the market-based accounting approach. As a result, renewable electricity consumption is reported as zero emissions under the market-based method in accordance with the applicable accounting guidance.

Scope 3

Category 1: Purchased goods and services

(Relevant and reported)

This category includes indirect emissions associated with the extraction, production, and transportation of goods and services purchased or acquired by the Company during the reporting year, excluding items reported under other Scope 3 categories. The calculation is based on operating expenditure (OPEX) incurred for eligible goods and services identified from the Company's financial records and chart of accounts. Expenses such as employee-related costs, consultant expenses, unpaid vendors, credit notes, and capital asset purchases are excluded from the assessment. Vendor-level spend data is consolidated from the financial system following completion of the annual financial audit and converted into a common reporting currency for analysis

Emissions are quantified using a hybrid supplier-specific approach. For suppliers that publicly disclose greenhouse gas emissions data, supplier-specific emission intensities are obtained from publicly available sustainability datasets and calculated based on reported Scope 1 and Scope 2 emissions per unit of revenue. Supplier emissions attributable to the Company are then calculated by applying the supplier-specific emission intensity to the Company's spend with the respective supplier. Where supplier-specific emissions data is unavailable, an apportioned emission intensity derived from suppliers with available disclosures is applied to the remaining spend categories. This methodology enables a more representative estimation of emissions associated with purchased goods and services while reflecting the emissions performance of key suppliers within the value chain.

Category 2: Capital goods

(Relevant and reported)

This category includes indirect emissions associated with the extraction, production, and transportation of capital goods purchased or acquired by the Company during the reporting year. Capital goods primarily comprise long-term assets procured for business operations and are identified from the Company's audited financial records based on relevant capital expenditure classifications. Vendor-level spend data is consolidated following completion of the annual financial audit and converted into a common reporting currency for emissions quantification

Emissions are calculated using a hybrid supplier-specific methodology. For suppliers with publicly available greenhouse gas emissions disclosures, supplier emission intensities are derived from reported Scope 1 and Scope 2 emissions relative to supplier revenue. The emissions attributable to the Company are estimated by applying the supplier-specific emission intensity to the Company's expenditure with the respective supplier. For suppliers where emissions data is not publicly available, an apportioned emissions intensity derived from suppliers with available disclosures is applied based on spend. This approach enables the estimation of emissions associated with capital goods while improving the representativeness of emissions calculations through the use of supplier-specific emissions data wherever available.

Category 3: Fuel and electricity related emission (not included in scope 1 or 2)

(Relevant and reported)

This category includes indirect emissions associated with the extraction, production, processing, and transportation of fuels and energy purchased or consumed by the Company that are not already included within Scope 1 or Scope 2 emissions. The category covers upstream emissions related to diesel and petrol consumed in company-operated vehicles and generators, as well as emissions associated with purchased electricity, including well-to-tank (WTT) emissions and transmission and distribution (T&D) losses

Emissions under this category are calculated using the same activity data used for Scope 1 and Scope 2 reporting, including fuel consumption and electricity usage across the Company's operations. Relevant upstream and downstream emission factors are applied to quantify emissions associated with fuel production, transportation, electricity generation, and grid transmission losses. Emission factors are sourced from the DEFRA (UK Government) 2025 dataset for well-to-tank emissions and other upstream energy-related emissions, while country-specific transmission and distribution loss factors are applied for purchased electricity. This approach ensures that the full lifecycle impacts of fuel and energy consumption, beyond direct operational emissions, are reflected in the Company's GHG inventory.

Category 4: Upstream transportation and distribution

(Relevant and reported)

This category includes indirect emissions associated with the transportation and distribution of goods and services purchased by the Company from Tier 1 suppliers to its operations, where the transportation assets are not owned or controlled by the Company. The assessment primarily covers logistics-related services such as freight, courier, postage, and relocation services incurred during the reporting year. Relevant expenditure is identified from audited financial records and consolidated based on applicable transportation and distribution expense categories.

Emissions are estimated using a hybrid supplier-specific methodology. Where publicly reported supplier emissions data is available, supplier-specific emission intensities are obtained from recognised sustainability databases and applied to the Company's spend with the respective supplier. For suppliers without publicly available emissions disclosures, an apportioned emissions intensity derived from suppliers with available data is applied based on expenditure. This spend-based approach provides a reasonable estimate of emissions associated with upstream transportation and distribution activities while leveraging supplier-specific environmental performance data wherever available.

Category 5: Waste generated in operations

(Relevant and reported)

This category includes indirect emissions associated with the treatment and disposal of waste generated from the Company's operations in facilities that are not owned or controlled by the Company. Waste generated at operational locations is tracked and classified into multiple waste streams, including hazardous waste, non-hazardous waste, and e-waste. The quantity of waste generated is recorded by waste type and disposal method, and emissions are calculated based on the corresponding treatment pathways, such as recycling, composting, incineration, or other approved disposal methods. Emission calculations are performed using the relevant emission factors published in the DEFRA (UK Government) 2025 dataset.

For locations where primary waste data is available, actual waste quantities are used for emissions quantification. For geographies where direct waste data is not available, waste generation is estimated using waste intensity factors derived from in-scope operations and normalised based on employee headcount. Waste intensity is calculated for each waste category and applied to country-level headcount data to estimate waste generation across global operations. This methodology supports consistent and comparable reporting of waste-related emissions across all operational geographies while maintaining alignment with the Company's waste management and environmental reporting framework.

Category 6: Business Travel

(Relevant and reported)

This category includes indirect emissions associated with employee travel undertaken for business purposes using transportation services that are not owned or operated by the Company. The assessment covers air travel, rail travel, road transportation, rental vehicles, and hotel stays incurred as part of business-related activities. Business travel data is obtained through centralised travel management systems and approved travel service providers, ensuring consistent capture of travel activity across the Company's operations.

Greenhouse gas emissions from air travel are quantified using supplier-provided emissions data generated through the travel management provider's calculation methodology. The emissions are based on actual travel records and incorporate factors such as flight route, travel distance, haul type, seat class, and other journey-specific parameters. For ground transportation and other business travel modes, emissions are calculated using actual distance travelled or fuel consumption data, as applicable, and the relevant emission factors published in the DEFRA (UK Government) 2025 dataset and other recognised sources. This approach enables the Company to estimate emissions associated with business travel using activity-based data while improving accuracy through the use of supplier-calculated and trip-specific emissions information wherever available

Category 7: Employee Commuting

(Relevant and reported)

This category includes indirect emissions associated with employee commuting between their residences and workplaces using transportation services that are not owned or operated by the Company. The assessment currently covers company-provided employee transportation services in India and includes travel by buses, cars, electric vehicles, and tempo travellers / minibuses. Commuting through personal vehicles, public transportation, walking, cycling, and teleworking is excluded from the reporting boundary. The category is reported for locations where employee transportation services are organised by the Company.

Employee commuting emissions are calculated using actual distance travelled data provided by approved transportation service providers. Vehicle-specific travel activity is mapped to the relevant transportation categories and associated greenhouse gas emission factors from the DEFRA (UK Government) 2025 dataset. For buses, passenger-kilometres are calculated based on the seating capacity of the vehicle and the distance travelled. Emissions from other vehicle types are estimated using the corresponding distance-based emission factors. This activity-based approach enables the Company to quantify emissions arising from employee commuting services using actual transportation data and recognised emissions factors, thereby improving the completeness and accuracy of Scope 3 reporting.

Category 8: Upstream Leased Assets

(Not Relevant)

This category covers emissions associated with the operation of leased assets that are not included within the Company’s Scope 1 and Scope 2 inventory. Based on the operational control approach adopted for greenhouse gas accounting, facilities and assets over which the Company has operational control are reported under Scope 1 and Scope 2, while leased assets outside the Company’s operational control are evaluated for inclusion under Scope 3. The Company has assessed its leased asset portfolio and reporting boundaries in accordance with the GHG Protocol.

For the reporting period, emissions related to upstream leased assets have not been separately disclosed, as the energy consumption and operational emissions associated with facilities under the Company’s operational control are already accounted for within Scope 1 and Scope 2 emissions. Accordingly, no additional material emissions have been identified for separate reporting under Scope 3 Category 8. The category is reviewed periodically as part of the annual assessment of organisational and operational boundaries to ensure continued alignment with applicable reporting requirements and business operations.

Category 9: Downstream Transportation and Distribution

(Not Relevant)

This category includes emissions associated with the transportation, distribution, storage, and handling of products sold by an organisation between its operations and the end customer, where these activities are not owned or controlled by the reporting entity. Based on an assessment of the Company’s business model and operational activities, this category has been determined to be not relevant. The Company primarily provides information technology services, software development, digital engineering, consulting, and related technology solutions, and does not manufacture, distribute, or sell physical products requiring downstream transportation and distribution activities. Consequently, no material greenhouse gas emissions have been identified under this category for the reporting period. The category is reviewed periodically to ensure continued alignment with the Company's business operations and GHG reporting boundaries.

Category 10: Processing of Sold Products

(Not Relevant)

This category includes emissions arising from the processing of intermediate products sold by a company that require further manufacturing or transformation by downstream entities before reaching the end user. Based on an assessment of the Company's business activities and reporting boundaries, this category has been determined to be **not relevant**. The Company primarily provides information technology services, software engineering, consulting, and digital solutions, and does not manufacture or sell intermediate physical products that require downstream processing by third parties. Consequently, no material greenhouse gas emissions have been identified under this category for the reporting period. The applicability of this category is reviewed periodically as part of the Company's annual greenhouse gas inventory boundary assessment.

Category 11: Use of Sold Products

(Not Relevant)

This category includes emissions generated during the use phase of products and services sold by an organisation. Based on an assessment of the Company's business model, operational boundaries, and the nature of its offerings, this category has been determined to be **not relevant**. The Company primarily provides information technology services, software engineering, digital transformation, and consulting solutions, and does not manufacture or sell products that result in direct energy consumption or greenhouse gas emissions during their use by customers. Accordingly, no material emissions have been identified for reporting under Scope 3 Category 11 for the reporting period. The relevance of this category is reviewed periodically as part of the annual greenhouse gas inventory boundary assessment.

Category 12: End-of-Life Treatment of Sold Products

(Not Relevant)

This category includes emissions associated with the waste treatment and disposal of products sold by an organisation at the end of their useful life. Based on an assessment of the Company's business activities and operational boundaries, this category has been determined to be **not relevant**. The Company primarily provides information technology services, software development, consulting, and digital transformation solutions, and does not manufacture or sell physical products that require end-of-life collection, treatment, recycling, or disposal by customers. Consequently, no material greenhouse gas emissions have been identified for reporting under Scope 3 Category 12 during the reporting period. The applicability of this category is reviewed periodically as part of the Company's annual greenhouse gas inventory boundary assessment to ensure continued alignment with the GHG Protocol and the Company's evolving business operations.

Category 13: Downstream Leased Assets

(Not Relevant)

This category includes emissions associated with the operation of assets owned by the Company and leased to external parties during the reporting year, where such emissions are not already accounted for under Scope 1 or Scope 2. Based on an assessment of the Company's business activities and reporting boundaries, this category has been determined to be **not relevant**. The Company does not operate a business model involving the leasing of owned assets to third parties as a lessor and, therefore, does not have material downstream leased assets that would give rise to reportable greenhouse gas emissions under this category. Consequently, no emissions are reported under Scope 3 Category 13 for the reporting period. The applicability of this category is reviewed periodically as part of the annual greenhouse gas inventory boundary assessment.

Category 14: Franchises

(Not Relevant)

This category includes emissions associated with the operation of franchise businesses that are not included within the Company’s Scope 1 and Scope 2 inventory and are reported by the franchisor. Based on an assessment of the Company's business model and operational activities, this category has been determined to be **not relevant**. The Company operates as an information technology and digital solutions provider and does not conduct business through franchise arrangements. Accordingly, no greenhouse gas emissions have been identified for reporting under Scope 3 Category 14 during the reporting period. The applicability of this category is reviewed periodically as part of the Company's greenhouse gas inventory boundary assessment to ensure continued alignment with the GHG Protocol and the Company's operational structure.

Category 15: Investments

(Not Relevant)

This category includes emissions associated with the operation of investments, including equity investments, debt investments, project finance, and other investment activities that are not included within the Company's Scope 1 and Scope 2 inventory. Based on an assessment of the Company's business activities, organisational structure, and reporting boundaries, this category has been determined to be **not relevant**. The Company does not hold investment properties or other investment activities that give rise to material greenhouse gas emissions requiring reporting under Scope 3 Category 15. Owned and occupied facilities are accounted for within the Company's operational boundary and are therefore reported under Scope 1 and Scope 2, as applicable. Consequently, no emissions are reported under this category for the reporting period. The applicability of this category is reviewed periodically as part of the annual greenhouse gas inventory boundary assessment.

Energy and Emissions Reduction

The Company continuously implements energy efficiency and operational improvement initiatives across its facilities to reduce energy consumption and associated greenhouse gas emissions. Energy savings achieved through projects such as HVAC optimisation, lighting upgrades, automation controls, equipment modernisations, renewable energy integration, and operational efficiency improvements are quantified using actual metered data, engineering calculations, or project-specific performance assessments. Energy reductions are determined by comparing the baseline energy consumption with the post-implementation energy consumption over the applicable operating period.

The estimated energy savings are converted into avoided greenhouse gas emissions using the relevant location-specific emission factors applicable to the reporting period. For locations in India, emissions reductions are calculated using the latest Central Electricity Authority (CEA) grid emission factors, while emissions reductions at international locations are calculated using the applicable regional emission factors. The resulting reduction in carbon dioxide equivalent (CO_2e) emissions represents the avoided emissions attributable to the energy efficiency and renewable energy initiatives implemented during the reporting year.

Water

Freshwater consumption is quantified using actual meter readings, utility bills, and facility-level records wherever available. For locations where primary consumption data is unavailable, water consumption is estimated using occupancy-based intensity factors and applicable consumption norms. The reporting boundary includes water procured from municipal sources, tanker supply, and other third-party providers. Wastewater discharge is calculated using actual monitoring data where available, or estimated based on freshwater consumption and facility-specific operational characteristics, including the presence of onsite sewage treatment facilities.

Waste

Waste generated across the Company's operations is segregated at source in accordance with established waste management practices and categorised into relevant waste streams, including hazardous waste, non-hazardous waste, and e-waste. The quantity of waste generated and disposed is tracked through defined monitoring processes and supported by verifiable records such as weighment slips, waste manifests, disposal certificates, recycler acknowledgements, and other relevant documentation maintained by authorised waste management vendors and facility management teams. Waste quantities are recorded by waste type and disposal method and are used for environmental performance monitoring and emissions quantification.

Energy, Water and GHG Emissions Intensity Metrics

Energy, water, and greenhouse gas (GHG) emission intensity metrics are calculated to monitor resource efficiency and environmental performance across the Company's operations. Intensity values are derived by dividing the total annual consumption of energy or water, or total GHG emissions, by the applicable reporting denominator, such as average employee headcount, occupied floor area, or revenue, depending on the reporting requirement. The underlying consumption and emissions data are based on actual measurements, invoices, utility records, and approved estimation methodologies where primary data is unavailable. Intensity metrics are reviewed periodically to assess performance trends, support internal benchmarking, and evaluate the effectiveness of sustainability and resource efficiency initiatives.

Revenue-Based Intensity

Revenue-based intensity metrics are calculated annually by dividing the Company's total energy consumption, water consumption, or greenhouse gas (GHG) emissions by the total annual revenue for the respective reporting period. These metrics provide an indication of resource consumption and emissions relative to business growth and financial performance and are used to monitor improvements in operational efficiency over time. While revenue-based intensity indicators are disclosed to support performance benchmarking and trend analysis, the Company's climate and sustainability initiatives are primarily focused on achieving absolute reductions in energy consumption, resource use, and greenhouse gas emissions.

About Persistent

Persistent Systems (BSE: 533179 and NSE: PERSISTENT) is a global services and solutions company delivering AI-led, platform-driven Digital Engineering and Enterprise Modernisation to businesses across industries. With over 27,500 employees located in 21 countries, the Company is committed to innovation and client success. Persistent offers a comprehensive suite of services, including software engineering, product development, data and analytics, CX transformation, cloud computing, and intelligent automation. The Company is part of the MSCI India Index and is included in key indices of the National Stock Exchange of India, including the Nifty Midcap 50, Nifty IT, and Nifty MidCap Liquid 15, as well as several on the BSE such as the S&P BSE 100 and S&P BSE SENSEX Next 50. Persistent is also a constituent of the Dow Jones Best-in-Class World Index. The Company has achieved carbon neutrality, reinforcing its commitment to sustainability and responsible business practices. Persistent has also been named one of America's Greatest Workplaces for Inclusion & Diversity 2025 by Newsweek and Plant A Insights Group. As a participant of the United Nations Global Compact, the Company is committed to aligning strategies and operations with universal principles on human rights, labor, environment, and anti-corruption, as well as take actions that advance societal goals. With 468% growth in brand value since 2020, Persistent is the fastest-growing IT services brand in 'Brand Finance India 100' 2025 Report.
www.persistent.com

USA

Persistent Systems, Inc.
1731 Technology Drive
Suite 700, San Jose
CA 95110
Tel: +1 (650) 481 9180
Fax: +1(408) 451 9177
Email: info@persistent.com

India

Persistent Systems Limited
Bhageerath, 402
Senapati Bapat Road
Pune 411016
CIN: L72300PN1990PLC056696
Tel: +91 (20) 6703 5555
Fax: +91 (20) 6703 6003

Persistent
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