



**Biodiversity
Management
FY 2025-26**



Biodiversity Management

Caring Beyond Operations

Biodiversity & Green Cover

Goals	FY2025	FY2026
Enhance green cover and support biodiversity through continued tree plantation initiatives	35,795 trees planted taking overall count to 156,830 trees	42,360 trees planted taking overall count to 199,190 trees

As an IT services Company, Persistent Systems operates entirely from office-based facilities and are not involved in manufacturing, land clearing, natural habitats conversion, or resource extraction activities. The Company’s operations are not located in or adjacent to legally protected or ecologically sensitive areas and routine business activities do not pose material direct impacts on natural habitats.

An ecological assessment was conducted across three Company-owned campuses in Pune (AR-PG, Bhageerath and Hinjawadi) to evaluate local biodiversity and ecosystem presence. Although these campuses are situated in urban environments, the assessment identified the presence of diverse flora and fauna contributing to local ecosystem services.

The assessment recorded the presence of selected International Union for Conservation of Nature (IUCN) Red Listed species identified within campus boundaries include *Saraca asoca* (Vulnerable), *Santalum album* (Vulnerable) and *Psittacula eupatria* (Near Threatened). These findings inform site-level environmental management practices and reinforce the Company’s commitment to responsible stewardship and biodiversity awareness within its operational boundaries.

Persistent Systems continues to integrate ecological considerations into facility management practices to minimize environmental disturbance and support biodiversity values within urban operating contexts.

The Company has not engaged in any deforestation activities. We have planted 199,190 trees cumulatively, with 42,360 trees planted in FY2026. Through Persistent Foundation, we support biodiversity and environmental conservation through CSR programmes.

As an IT Company, Persistent Systems has no direct impact on biodiversity. We ensure that our facilities are not located in or adjacent to protected areas and areas of high biodiversity value outside protected areas.

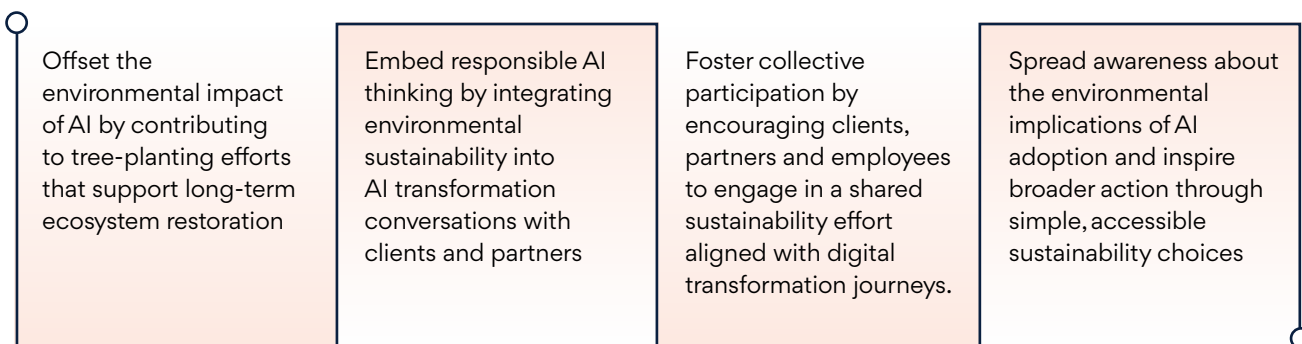


RootingForAI — Pairing AI Innovation with Ecological Responsibility

RootingForAI is Persistent's sustainability-aligned initiative that pairs the rapid growth of artificial intelligence with a commitment to environmental responsibility. As AI workloads expand and computational demands increase, the initiative ensures that innovation is accompanied by meaningful ecological action.

Primary Objectives

The initiative focuses on four key goals:



How Participation Works

RootingForAI is designed to be inclusive and friction-free. Participants visit the initiative webpage, plant a virtual tree and Persistent plants a real tree on their behalf across global locations. This digital-to-real connection ensures accessibility while delivering tangible environmental impact. The initiative has seen engagement from 113 organisations across the client and partner ecosystem.

Outcomes

Persistent has planted 1,000 trees under the RootingForAI initiative, contributing to long-term ecological restoration and reinforcing its commitment to responsible innovation.

Outreach and Awareness Efforts: RootingForAI is embedded across multiple sustainability outreach initiatives, including:

- Industry and community events such as Indiaspora (reaching over 1,500 participants across three days) and the BMM Conference, where the initiative is actively promoted
- Festive greetings and seasonal communications encouraging stakeholders to plant a virtual tree as a meaningful alternative to traditional messaging
- Integration with the WePledgeEarth initiative, enabling clients, partners and employees to participate as part of a broader environmental commitment
- These efforts extend the reach of RootingForAI beyond individual campaigns into broader ecosystem engagement

Future Participation: Readers can join the initiative by visiting [Rooting for AI](#) to plant a virtual tree. For every virtual tree planted, Persistent will plant a real tree as part of its ongoing global reforestation efforts.

Sustainable Partnerships

Persistent Systems promotes environmentally responsible practices across its operations by engaging both employees and business partners in sustainability initiatives. We encourage vendors and suppliers to adopt eco-friendly approaches aligned with our environmental standards and sustainability expectations.

The Company actively participates in relevant trade and industry associations to remain informed on emerging environmental and sustainability trends, contribute to policy dialogue and exchange best practices. Through these forums, Persistent Systems collaborates with peers and stakeholders on advancing responsible business conduct and environmental stewardship.

By fostering partnerships, collaboration and knowledge sharing across the business ecosystem, Persistent Systems seeks to strengthen collective action and drive meaningful environmental impact beyond its direct operations. The sustainable products programmes contains the following elements:

- Classification system to define sustainable or “green” products is based on specific and quantified benefits (e.g. EU Taxonomy, other taxonomies, own classification system)
- External verification of the sustainable products or services classification
- Specific, time-bound and quantified target for increasing revenues from sustainable products and services, or number of sustainable products and services
- Investments made (CAPEX, OPEX) to increase sustainable products or services portfolio
- R&D resources to develop sustainable products or services
- Infrastructure improvements to ensure products and services are produced/manufactured/maintained sustainably
- Internal training on sustainable design principles for functions developing products or services (e.g. R&D, innovation)
- Incentives for sales staff on sustainable products or services

Monitoring, audits and compliance verification

Sustainable procurement compliance is monitored through:

Supplier onboarding checks and Code acknowledgement

Periodic supplier reviews and risk-based audits for relevant categories

Internal review of procurement KPIs (local sourcing, MSME sourcing, supplier compliance indicators)

Corrective action tracking to closure for identified gaps

Escalation to procurement leadership and ESG governance mechanisms for material issues

No material non-compliance or adverse impacts related to sustainable procurement were identified in FY2026.

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.

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