



Employee Wellbeing FY 2025-26



Employee Well-being, Engagement, Health and Safety

GRI 403-1, 403-4, 403-5, 403-6, 403-9, 403-10

At Persistent Systems, employee well-being is a priority, supported through a comprehensive benefits framework that promotes health, work-life balance and overall wellness. Benefits are aligned with local regulations and vary by country to support inclusivity, flexibility and long-term employee growth.

Employee Support Programmes and Benefits

GRI 201-3, 401-2, 403-3

Workplace Stress Management

We offer regular stress-management workshops, meditation, yoga and mindfulness sessions, along with access to qualified counsellors and periodic mental-health awareness programmes to help employees manage professional and personal demands and maintain sustained well-being and productivity.

Work-life balance

Flexible working hours: The Company provides flexible working arrangements, to support work-life balance for employees facing personal exigencies. These need-based arrangements enable eligible employees to manage professional responsibilities alongside personal or family commitments for a pre-defined period.

Hybrid working arrangements enable employees to work from home for a minimum of three days per week, supported by flexible working practices.

The Company promotes work-life balance through flexible working hours, remote working options and part-time employment arrangements. Employees may select their preferred working hours in mutual agreement with their manager, in accordance with the Working Hours and Attendance Policy. This includes flexibility to work during the forenoon or afternoon, as agreed between the employee and the manager.

Work-from-home requests are governed by the Work from Home Policy, while part-time roles are facilitated under the Part-Time Working Policy. Working hours, shift allowances and overtime conditions are administered in line with the relevant provisions outlined in the Employee Manual.

Part-time working options: Part-time working is offered, subject to managerial and designated authority approvals and is typically available for durations ranging from a minimum of two weeks up to a maximum of three months, with provision for review where required. During the approved period, employees continue to be covered by weekly offs and Company-declared holidays. Such arrangements may be considered for reasons including health-related needs (self or family) or compelling family circumstances.

Persistent Systems prefers regular, permanent employment as the primary form of workforce engagement and offers clear pathways from contract to permanent employment where role requirements and performance criteria are met. Contractual and part-time arrangements are used to meet specific project or personal need requirements and are not intended to replace permanent employment.

For non-regular employees (contract staff, consultants, part-time workers), Persistent Systems ensures: statutory benefits compliance (PF, ESI, health insurance) through employer/principal employer obligations; equal OHS protection under ISO 45001:2018 certified management system; access to grievance mechanisms through the same channels as permanent employees; and fair consideration for permanent employment based on performance and business need.

Compensation for Atypical Hours and Overtime

We provide appropriate compensation for employees working on holidays, weekends, overtime or project-specific requirements. We recognise that certain support projects require shift duties and work on Company Holidays and compensates employees for these odd working hours as per policy. The Company actively seeks to prevent excessive working hours and promotes a healthy work-life balance.

Sports & fitness initiatives

We conduct Persistent Run which is global flagship event attended by 10,000+ employees. We conduct Indoor Sports Fest (Carrom, Chess, Table Tennis, Badminton) and Outdoor Sports Fest (Cricket, Football) annually as well as various wellness challenges like step challenge intermittently. Our employees represent Persistent Systems in multiple Inter-IT tournaments. We arrange virtual sessions of Health Talks on a variety of subjects like Dental Hygiene, Ergonomics, Importance of Detoxification, Diet and Nutrition for Healthy Lifestyle, Science of Sleep, Happy Gut, Your Heart Matters, Cancer Awareness by the experts and doctors. We also conduct vision camp and vaccination drives on regular basis.

Family Benefits

Childcare facilities or contributions: In India, where the majority of our workforce is based, the Company has established corporate tie-ups with accredited crèche providers to enable access to childcare and daycare facilities and provides lactation rooms and dedicated mothers' lounges, along with breastfeeding and lactation support facilities, to support working parents.

Paid parental leave with 100% coverage, in line with country-specific statutory requirements, is offered for both primary care givers and non-primary caregivers. In India, where the majority of our workforce is based, we provide 26 weeks for primary care givers and 1 week leave for non-primary caregivers.

This includes Maternity Leave, Paternity Leave, extended maternity leave, Child Adoption Leave, Commissioning Leave and sabbatical leave. Additional time-off options are available beyond statutory requirements and return-to-work and retention rates of employees who have taken parental leave are monitored.

Dependent Care Leave: Paid privileged leave may be utilised for a range of needs, including personal, sickness, medical, dependent and elderly care. The Company also provides paid parental leave for both primary and non-primary caregivers, including maternity and paternity leave, along with sabbatical leave, extended maternity leave, child adoption leave and commissioning leave.

Health and wellness

All employees are covered under the Group Personal Accident (GPA) insurance policy, which includes coverage for all types of accidents. Medical and accident insurance, occupational health centres, annual health check-ups, sports and fitness facilities and in-house gyms at select locations. The Poco Care app supports 24x7 medical emergency readiness across all locations and enables access to doctors, consultations and master health check-ups.

Variable Performance based Pay

Performance-linked compensation: A significant portion of employees' total compensation comprises a variable component linked to Company and individual performance metrics. To ensure transparency, a clearly defined variable payout policy outlines the criteria and mechanisms governing these payouts.

Employee Engagement & Well-being

My Life at Persistent: The "My Life at Persistent" initiative offers programmes that support employees' physical, social, financial and psychological well-being, with a focus on mental health, stress management, sports, fitness and the arts.

Community Engagement

Community engagement: Employees are encouraged to participate in the Company's CSR and ISR programmes through volunteering and in-kind contributions to social impact initiatives. Employees are provided up to four hours per financial year to engage in CSR activities.

Emotional & Personal Support

Leave and support provisions: The Company provides paid compassionate leave beyond the standard allocation to support employees during challenging times. Additional provisions include paid dependent care leave, personal emergency leave and an employee leave donation programme to support colleagues in need.

Voluntary Leave Donation

Persistent Systems fosters a culture of teamwork by enabling regular employees in India to receive Privilege Leave (PL) donations from colleagues during health emergencies, as required.

Retirement Benefits and Financial Security

We support long-term financial well-being through Provident Fund (PF), Gratuity, Superannuation, Employees' State Insurance and participation in the National Pension Scheme (NPS). These benefits help employees build financial security during employment and post-retirement.

Transition Assistance Programmes and Career Continuity

We are a 'People First Organisation' and hence continually supports its employees throughout their careers. Further, as our employees transition to retirement phase or face any unforeseen situation, we continue to support and hand-hold. We connect with employees before their retirement date to help plan for their retirement benefits, including Provident Fund (PF), Gratuity and Superannuation. Additionally, we provide support for continued medical insurance coverage. For those interested in continuing to work, we help in finding direct consulting assignments within Persistent Systems. The retirement age in India is 60 years and superannuation milestones are formally acknowledged.

Employment security and responsible workforce restructuring

In the event of organisational changes requiring workforce restructuring, the Company commits to advance notice beyond statutory requirements, active redeployment and internal transfer efforts before any redundancies, access to reskilling programmes through Persistent University and severance support in line with applicable laws. No large-scale restructuring events occurred in FY2026. Our benefits comply with local regulations, promoting employee care through inclusivity, flexibility, and long-term growth.

Regulatory Compliance

Benefits are aligned with local regulations and vary by country to support inclusivity, flexibility, and long-term employee growth.

The above list showcases the benefits we offer and differs from country to country. Refer [ESG Fact-sheet page no. 325](#)

Employee Equity Programmes, Incentives, Ownership and Performance Linkage

Employee engagement is reinforced through short-term and long-term incentives, including the Mega ESOP Plan (Employee Stock Ownership Plan). ESOP grants have covered a significant portion of the workforce across years, with vesting periods ranging from 1–5 years. Additionally, ESOPs or RSUs are selectively granted leadership based on performance and alignment with organisational goals. Individuals responsible for sustainability initiatives have specific KPIs embedded in their performance goals. These KPIs influence performance ratings, which in turn determine eligibility for ESOPs, salary increments, bonuses, incentives and promotions.

ESOP coverage history and disclosure detail

Under the Mega ESOP Plan, in FY2022 ESOP grants were extended to all regular employees from grade 3.x who had completed six months in the organisation (a one-time enterprise-wide grant); coverage in that year reached approximately 80% of team members.

ESOP coverage in FY2026

54.70%

of permanent employees



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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