



Employee Engagement FY 2025-26



Employee Satisfaction

Persistent Systems is committed to strengthening employee engagement through continuous listening and timely action. Leadership maintains active connections with the global workforce using the PEAKON engagement platform to enable structured communication and feedback.

Real-time, anonymous feedback and data-driven insights are used to identify trends, address concerns and support informed decision-making. Quarterly and monthly surveys help managers track team sentiment, while leadership uses individual scorecards to identify improvement areas and implement action plans. Anonymous feedback channels further encourage open dialogue and efficient resolution of employee concerns.

The Employee Satisfaction (ESAT) Score measures key aspects including job satisfaction, purpose, happiness, motivation, organisational fit, reward and recognition, workload, inclusion, belonging, freedom of opinion, management support, growth, career development, peer relationships and stress. Surveys are conducted every two months and insights are systematically acted upon to drive continuous improvement and strengthen workplace culture.

Employee Engagement, Listening and ESAT

Persistent Systems uses a multi-modal employee-listening framework comprising the annual Employee Satisfaction (ESAT) survey, pulse surveys, leader-skip-level conversations, manager 1:1s, exit and stay interviews, ERG-led listening forums and the MyVoice / People360 feedback channels. Survey design follows recognised practice — Likert-scale items mapped to engagement, enablement, manager effectiveness, growth, recognition and well-being dimensions.

Employee Satisfaction (ESAT) and Engagement Metrics

Metric	FY2026
Overall ESAT Score (%)	8.3/10
Participation Rate (% of eligible workforce)	79%
Survey Frequency	Quarterly / Annual
ESAT Target	8.3/10



Kudos Initiative

Our Kudos Initiative fosters a culture of gratitude, encouraging team members to express appreciation through personalized emails, cards and bands. To make recognition more engaging, we have introduced experiential and gamified team sessions, creating an interactive appreciation experience.

Our Quarterly Recognition & Rewards (R&R) programme highlights ongoing accomplishments, with line managers empowered to allocate budgets to incentivize their teams. The pinnacle of our recognition efforts is the Annual Awards, where a rigorous jury-led selection process honors top performer. These awards reinforce our values driven culture, featuring a Culture Award category dedicated to employees who exemplify our core values.

Recognition programmes

Kudos

- Encouraging appreciation & personal connections
- Fostering a culture of celebration

Quarterly Awards

- Continuous recognition for contributions
- Acknowledgment of project milestones

Annual Unit Awards

- Recognition for consistent performance & contributions
- Excellence in Unit level

Annual Leadership Awards

- Most Valuable Partners
- Chairman & CEO Awards
- Enterprise-wide Excellence

Individual Awards

ACE AWARD

BRAVO AWARD

HIGH FIVE
AWARD

Team Awards

BRAVO AWARD

HIGH FIVE
AWARD

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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