



**Energy
Management
FY 2025-26**



Energy Management

Becoming Efficient by Design

GRI 103-1, 103-2, 103-3, 103-4, 103-5 | SASB TC-SI-130a.1

FY2026 Energy Consumption within the organisation

16,660.02 MWh	68.22% Global RE	76.70% India RE	96.54% RE India Owned locations	INR 1.82%	10.07 MWh / \$ Mn	0.61 MWh/ Employee
Total energy	RE share (up from 56.83%)	RE share (up from 62.79%)	Close to achieving the target	Of total revenue Climate-related investment	Energy intensity / Revenue	Energy Intensity / employee

Note: There is no energy consumption outside the organisation.

FY2026 Energy Reduction in GJ

GRI 103-5

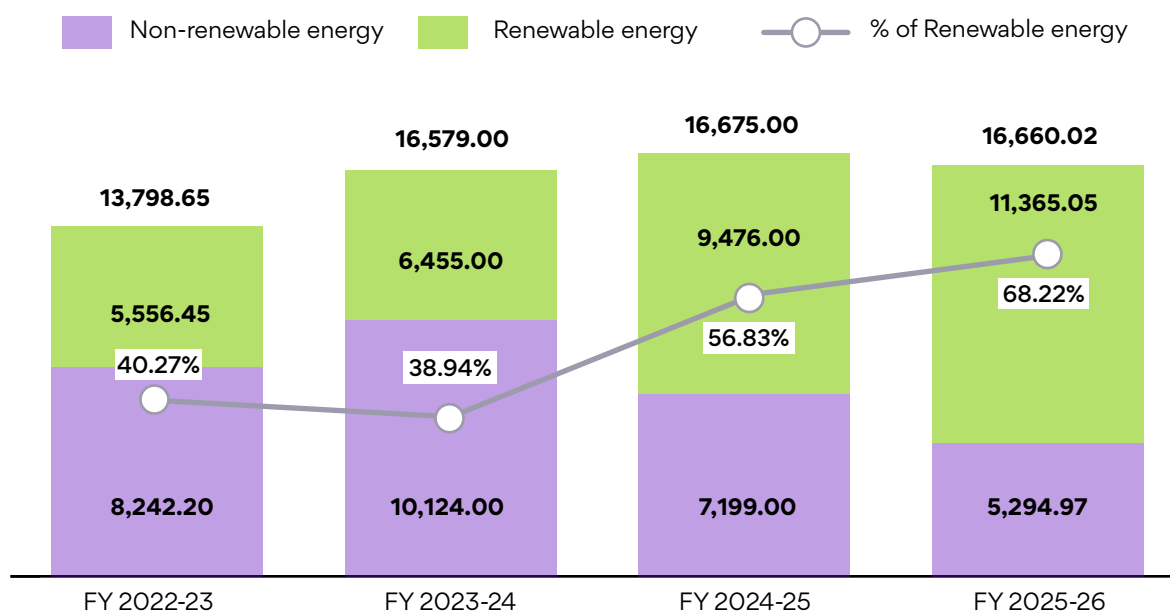
Energy Consumption in GJ	FY 2023-24	FY 2024-25	FY 2025-26	Y-o-Y Energy Reduction
Total Energy consumption	59,686.43	60,034.82	59,976.08	0.10%

Persistent Systems enhances energy performance through a structured energy management approach, embedding the principles of ISO 50001 within business operations and decision-making processes. Energy management is implemented through defined programmes that integrate performance improvement into day-to-day operations, supported by a continual improvement cycle of planning, implementation, monitoring and corrective actions. These programmes are designed to systematically reduce energy intensity and associated greenhouse gas emissions, directly supporting our climate mitigation objectives and transition strategy.

Energy efficiency and renewable energy investments are prioritised through established governance mechanisms and leadership oversight, reinforcing accountability and long-term commitment to our climate goals. Continuous improvement is enabled through organisation-wide employee awareness, performance tracking and targeted deployment of energy-efficient technologies, strengthening operational resilience, cost efficiency and sustained energy performance outcomes in a low-carbon transition. Through systematic monitoring of energy performance, identification of efficiency opportunities and implementation of targeted interventions, the Company drives continuous improvement in energy intensity.

Key initiatives include optimisation of HVAC systems, deployment of energy-efficient infrastructure, LED retrofits, operational energy efficiency measures, monitoring monthly energy consumption trend and increased sourcing of renewable energy. In FY 2025-26, renewable energy accounted for 76.70% of total energy consumption across India operations and 68.22% at the global level, contributing meaningfully to the reduction of the Company's carbon footprint and supporting its climate transition strategy.

Energy Consumption and Renewable Energy Sourcing



Targets and Performance Management

Energy consumption targets and performance analysis

Energy category	Unit	FY 2024-25 Baseline	FY 2025-26 Target	FY 2025-26 Performance	FY 2026-27 Target
Non-renewable energy	MWh	7,199.00	6,839.81	5,294.97	5,030.22
Renewable energy	MWh	9,476.00	9,950.37	11,365.05	11,933.31
RE %	%	56.83%	59.26%	68.22%	100% (India Owned)

Target Rationale: Energy consumption targets are designed to reduce absolute **Non-renewable energy by 5% year-on-year** while increasing **Renewable energy by 5% year-on-year**. This dual approach supports continuous reduction in energy intensity and carbon footprint, aligned with the SBTi-validated net-zero pathway and transition strategy.

Renewable Energy Strategy

Our global energy target is to source 100% renewable energy across owned locations, with a 5% year-on-year increase in renewable energy and a 5% year-on-year decrease in non-renewable energy.

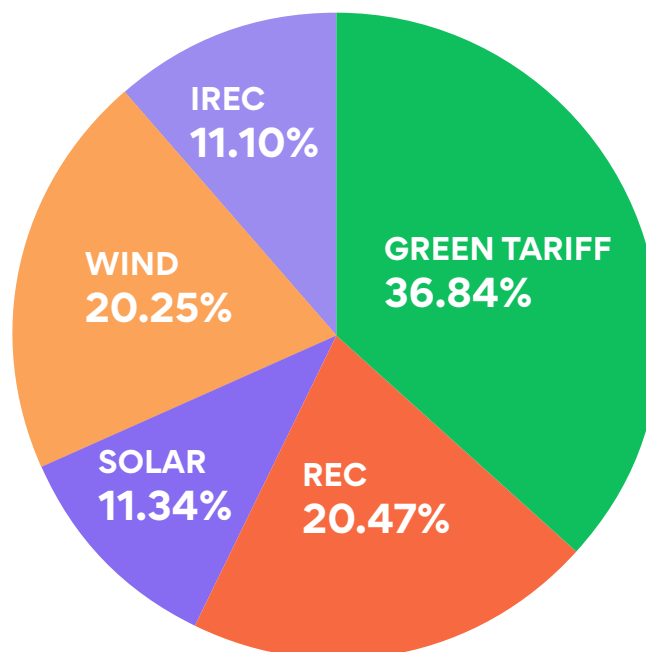
Our renewable energy share reached 68.22% of total energy consumption in FY2026, up from 56.83% in FY2025. Renewable energy is sourced through: on-site solar generation (2 MWp across Pune, Goa and Nagpur), open-access wind energy (2 captive windmills, combined 4.2 MW capacity) and green tariff from DISCOMs.

During the reporting year, 96.54% of electricity at all owned locations in India is sourced through renewable energy. Persistent Systems employs a diversified procurement strategy comprising on-site solar, open-access wind, green tariff and I-REC purchases rather than relying on a single instrument. This diversification strengthens supply resilience and mitigates risks related to market volatility and policy changes.



Renewable Energy Mix (FY2026)

- REC
- IREC
- WIND
- SOLAR
- GREEN TARIFF



96.54%
India Owned Locations
RE Consumption

76.70%
India RE Consumption

68.22%
Global RE Consumption

Reduction in Energy Consumption and Energy Requirements

GRI Disclosure 103-4,103-5

Persistent Systems is committed to reducing energy intensity through a structured energy management approach integrated into business planning and execution. Energy performance improvement is driven through efficient infrastructure, increased adoption of renewable energy and disciplined energy management programmes implemented across campuses.

Energy management programmes and demand-side management

Opportunities identified through energy audits and performance reviews are translated into actions through a phased execution:

Accelerating actions

Priority energy and carbon reduction initiatives are fast-tracked by expediting renewable energy transition, accelerating deployment of energy-efficient technologies and strengthening resource optimization measures.

Scaling actions

Proven energy efficiency initiatives are systematically replicated across locations and functional areas to deliver consistent performance improvement on a scale.

Demand-side management approach includes

- Real-time energy monitoring via Building Management System (BMS) and IoT controls across all owned campuses, enabling identification and mitigation of energy waste
- Occupancy-based HVAC scheduling by season, time and occupancy levels, reducing unnecessary cooling energy
- Automated lighting controls with motion sensors, timers and occupancy detectors in meeting rooms and common areas
- Operational schedule optimization for lifts, vending machines, ventilation systems and water coolers during non-working hours

Governance, Monitoring and Assurance

Energy performance is evaluated through external and internal assurance mechanisms. Progress is reviewed through third-party ESG assessments and ISO 14001 audits, while structured internal EHS audits are conducted twice a year to verify implementation effectiveness and support continuous improvement.

Energy management governance is embedded within the organisational structure with clear accountability. Head of Administration and Infrastructure is responsible for execution of energy efficiency initiatives and renewable energy procurement strategy

Targets and Energy Performance

Reduce non-renewable energy consumption by 5% year-on-year

Increase renewable energy procurement by 5% year-on-year

Source 100% of electricity from renewable energy for all owned facilities by FY2027

Quantified energy reduction targets, including an Energy Performance Index (EPI), are defined and monitored across campuses. Performance is periodically reviewed by management and informs corrective actions, capital investments and continuous improvement initiatives in energy efficiency and energy consumption control.

Persistent Systems assesses the interconnections between environmental dependencies, impacts, risks and opportunities through an integrated ERM process, recognising that climate, water and biodiversity risks are interdependent.

Investments and Operational Controls

Targeted investments are made in energy-efficient technologies, innovation, Research and Development and use of clean or renewable energy to reduce absolute energy consumption and improve operational efficiency. Capital investments in FY2026 **totaled 406.13 INR Mn CAPEX Spent** totaled **1.82%** revenue, directed toward energy-efficient technologies and controls to reduce absolute energy consumption and improve operational efficiency.

Project	Site	Capex (INR)	Energy saved per year (MWh)	tCO ₂ e avoided per year
HVAC retrofit (860 HP VRV)	Vedas, Pune	25,000,000	98.70	253.41
EC motor exhaust fans	Vedas, Pune	4,000,000	6.17	4.43
Chiller Plant Manager (CPM)	Bhageerath, Pune	2,500,000	-	27.10
Total		31,500,000	104.87	284.94

Measures include automation systems and occupancy-based sensors in meeting rooms and common areas to optimize energy use and minimize wastage.

Energy Audits and Performance Reviews

Annual energy audits are conducted across facilities by qualified subject matter experts to identify energy leakages and opportunities for efficiency improvements. Audits map end-to-end energy consumption, identify high-energy-use areas and recommend targeted conservation measures. Findings inform capital planning and operational interventions, reducing operating costs and supporting sustainability objectives.

Energy efficiency initiatives

Efficiency initiatives by category



7 HVAC upgrades



100% LED



Power quality across all campuses



100% laptop policy



Green building design



BMS + smart controls

Category	Key actions	Outcome
HVAC and cooling	Replaced 860 HPVRV at Veda (R-22 to R-32/R-410A); replaced 84 TR auditorium AC and 220 HPVRV at Goa; installed Chiller Plant Manager for 170 TR chillers at Bhageerath; cold aisle containment in Data Hub Room; demand control ventilation; EC motor exhaust fans at Veda	98,700 kWh saved annually; 253.41 tCO ₂ e avoided; 4.43 tCO ₂ e exhaust energy reduction
Lighting	100% LED transition; smart sensors, timers, occupancy detectors	All indoors, outdoor and common areas converted; estimated 212.74 MWh reduction in lighting energy consumption
Power quality	APFC units, ASVG and Active Harmonic Filter panels across all owned campuses; near-unity power factor; harmonics below 5%	Reduced electrical losses, overheating risks, unplanned shutdowns; improved equipment lifespan
IT efficiency	100% laptop policy; operational schedule optimization for lifts, vending, ventilation, water coolers	Lower per-device consumption; zero standby waste during non-working hours
Building design	Double-wall construction, low-e glass, double-glazed windows, underdeck insulation, natural lighting	Passive energy reduction across all owned campuses; 62% of regularly occupied areas receive 300+ lux natural daylight, reducing artificial lighting dependence
Smart controls	BMS monitoring; AC scheduling by occupancy, season and time; AC discipline (leakage elimination)	Real-time optimization; reduced cooling waste; estimated 2711 tCO ₂ e chiller efficiency gain (as per OEM specifications) reduction in HVAC energy through automated controls

Case study: HVAC retrofit at Veda complex, Pune

In FY2026, Persistent Systems completed a major HVAC retrofit at Tower A and Tower B of the Veda complex in Hinjawadi, Pune. The ageing Variable Refrigerant Volume (VRV) system, comprising 860 HP of capacity, had higher breakdown frequency and lower efficiency, with increasing risk of R-22 refrigerant leakage contributing to fugitive emissions and Scope 1 GHG emissions.

The system was replaced with an all-inverter, energy-efficient VRV system, transitioning from R-22 to environmentally friendly refrigerants (R-32 and R-410A). The retrofit improved reliability and efficiency, reduced breakdowns and service disruptions, eliminated the risk of R-22 refrigerant leakage and improved occupant comfort through better temperature control and faster response.

Parameter	Value
System replaced	860 HP ageing VRV, Tower A and B, Veda complex
New system	All-inverter energy-efficient VRV
Energy saved annually	98,700 kWh
Annual cost savings	INR 11.35 Lakhs
Capex	INR 2.50 Crore
CO ₂ e avoided annually	253.41 tCO ₂ e
Energy consumption reduction	8-10% compared to previous year HVAC consumption (as per OEM specifications)

Green Building Certification and Design

Persistent Systems operates facilities aligned with recognised green building standards, supporting operational sustainability objectives and contributing to long-term climate resilience through energy-efficient design and reduced resource consumption.

Our green building strategy is structured across nine pillars: green infrastructure, renewable energy transition, energy efficiency, water stewardship, waste management, carbon offsetting, green procurement, biodiversity and travel reduction.

Persistent Systems has six owned locations, of which two are certified to green building standards. These include:



Ramanujan (Pune): IGBC Platinum and LEED Gold certified



Bhageerath (Pune): IGBC Platinum and BEE 2-Star rated

Additionally, the Aryabhatta–Pingala facility holds a BEE 1-Star rating.

IGBC certifications are obtained under the Green Interiors category, reinforcing our focus on resource-efficient design and operational performance.

Eco-friendly construction methods include

- Double-wall brickwork for improved thermal insulation and reduced AC load
- Use of crushed sand and fly ash bricks instead of traditional river sand and clay bricks
- Double-glass units with low e glass for improved insulation and enhanced energy efficiency
- 62% of regularly occupied areas receive 300+ lux natural daylight, reducing artificial lighting dependence
- Low-VOC paints, CRI Green Label-certified carpets and green plywood for improved indoor air quality

Energy Conservation Awareness Programmes

Energy conservation awareness is embedded within Environmental, Health and Safety (EHS) training. The programme influences day-to-day operational behaviour, reinforcing practices such as switching off equipment when not in use and responsible energy consumption across facilities.

During FY2026, approximately **99.43% of employees including contractors** completed EHS training covering energy efficiency and conservation. Relevant contractors are also trained as part of site-specific EHS requirements.

Integration with Climate Strategy and Long-term Resilience

Energy management is a cornerstone of our climate transition strategy outlined in the Climate Strategy and Decarbonisation section. Energy reduction targets and renewable energy commitment directly support the SBTi-validated pathway to reduce Scope 1 and 2 emissions by **54.60% by FY 2033-34** and achieve net-zero across the value chain by **FY2050**. Integration of digital technologies, including IoT, artificial intelligence and cloud-first infrastructure, strengthens operational excellence and climate resilience.

R&D investments

The Company allocates a defined portion of its R&D towards the design, development and enhancement of solutions that improve the environmental and social performance of client products and processes. These investments focus on improving system efficiency, optimising operations, enhancing yield, reducing resource intensity and enabling more sustainable and responsible outcomes across client value chains. Sustainability considerations, including ESG objectives, are increasingly embedded into the Company's innovation roadmap and future technology offerings.



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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