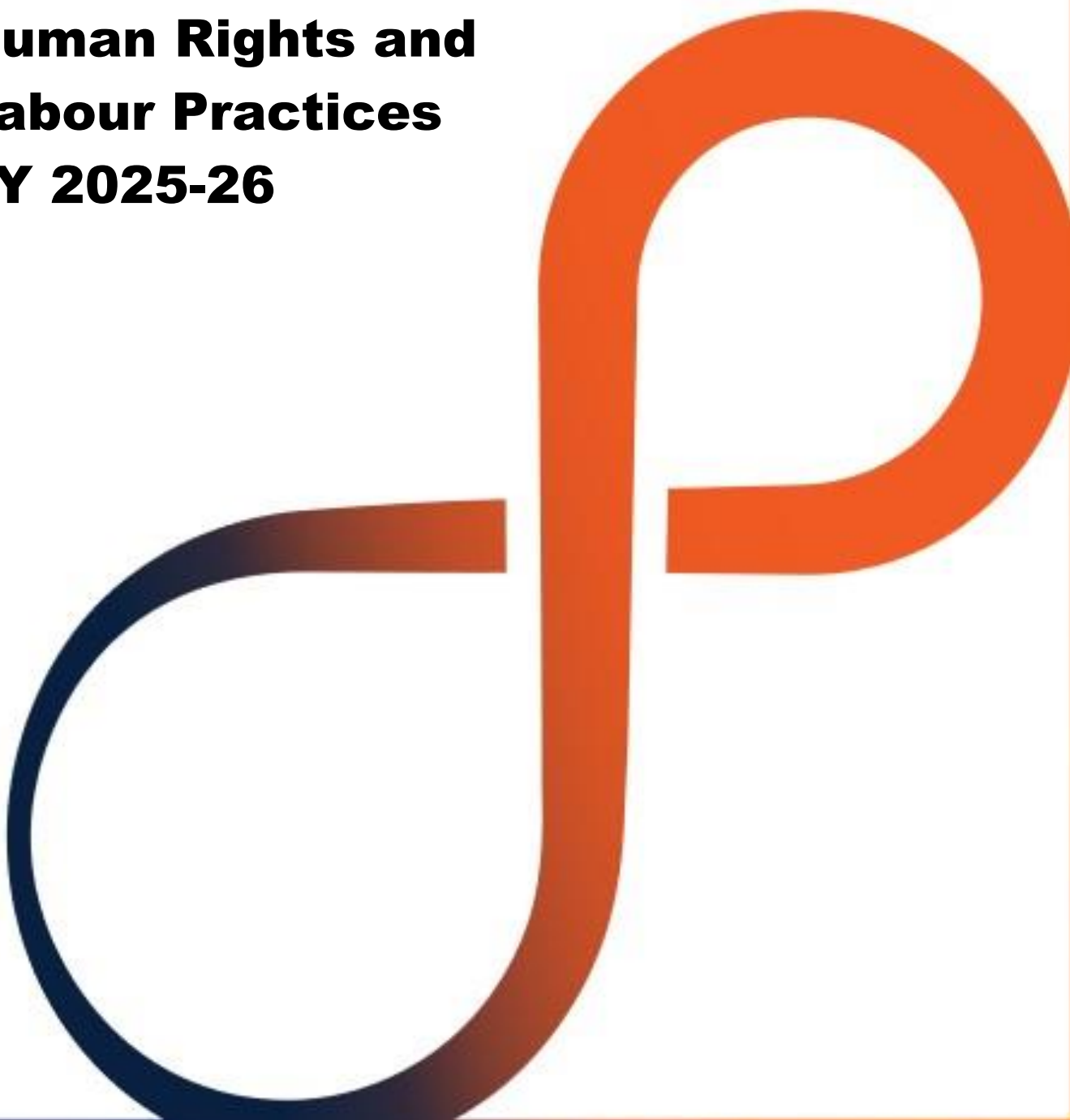




Human Rights and Labour Practices FY 2025-26



Human Rights and Labour Practices

GRI 406, 407, 408, 409, 410, 412

At Persistent Systems, respect for human rights is embedded in our culture and guided by globally recognized standards, including the United Nations Sustainable Development Goals (SDGs), United Nations Global Compact (UNGC) Principles, the United Nations Guiding Principles on Business and Human Rights (UNGPs), Universal Declaration of Human Rights (UDHR), OECD Due Diligence Guidance for Responsible Business Conduct and the International Labour Organisation (ILO) Declaration of Fundamental Principles and Rights at Work. We are committed to upholding dignity, equality and fairness across all our operations.

Our approach to human rights spans the entire employee lifecycle, from talent sourcing and hiring to on-boarding, career development and transition, ensuring a workplace that is inclusive and free from discrimination. Our scope of commitment to human rights goes beyond our operations and workforce, we expect suppliers, vendors and business partners to follow these principles, supporting responsible sourcing and ethical business conduct.

We commit to respect human rights, including human trafficking, forced labour, child labour, freedom of association, right to collective bargaining and discrimination in accordance with the UNGC, UNGPs and ILO standards.

Human Rights Governance and Commitment

The Company has implemented a Company-wide Human Rights Policy that demonstrates its commitment to respecting human rights, with this policy being publicly available.

To ensure fairness, integrity and respect for human dignity, we have put in place comprehensive policies and Codes of Conduct that guide ethical behaviour across our operations and supply chain.

Aligned with global best practices, our policies promote transparency, regulatory compliance and ethical governance, supporting a sustainable and responsible enterprise.

Human rights considerations are integrated into enterprise risk management processes through collaboration between the Risk Management and HR Compliance teams, ensuring potential risks are identified and addressed proactively.

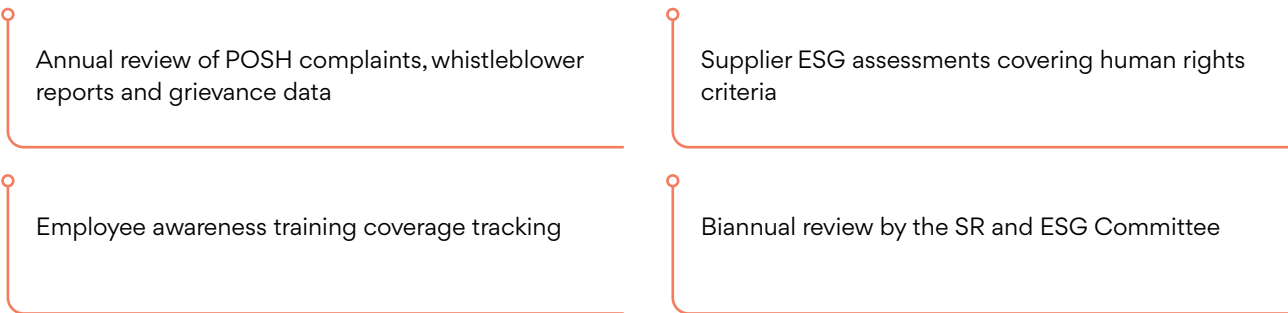
Moreover, internal awareness programmes educate employees on their rights and responsibilities, strengthening understanding and compliance across the organisation. This governance-led approach helps advance human rights across our global operations and fosters a culture rooted in fairness, accountability and ethical conduct.



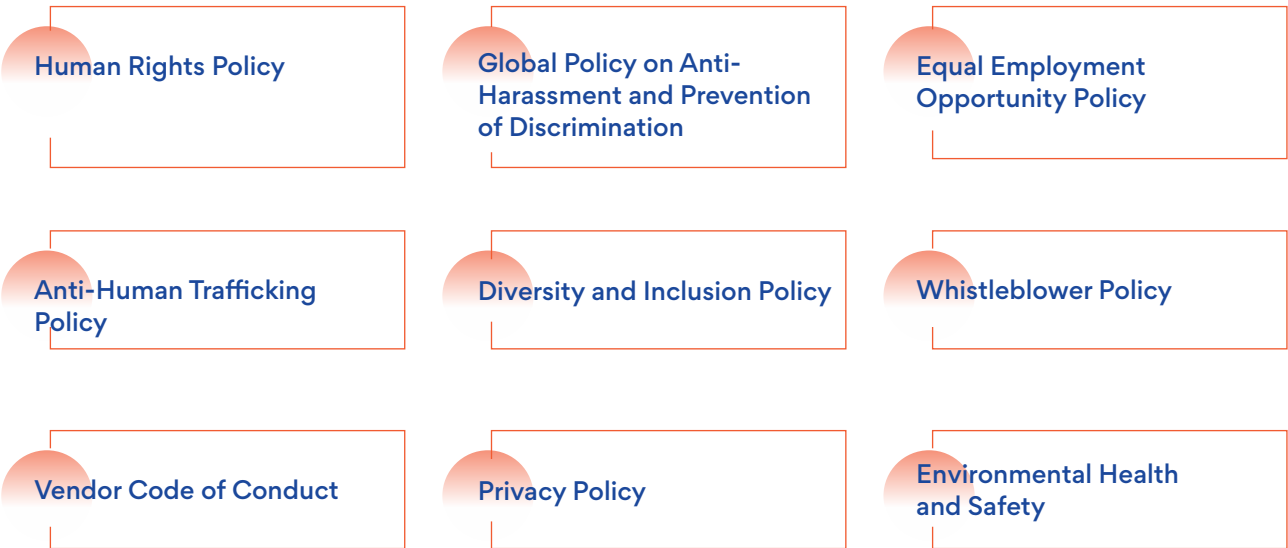
Policy Coverage

The Policy applies to Persistent Systems Limited’s own operations, including all its subsidiaries, affiliates and associated companies (collectively referred to as ‘Persistent’). It encompasses all employees, including part-time staff and contractors. Furthermore, Persistent expects its suppliers, vendors, partners and customers to adhere to these principles and adopt similar or equivalent policies in their businesses. The Policy covers the following aspects of commitment to prevent human trafficking, forced labour, child labour, discrimination and ensure freedom of association, the right to collective bargaining, workplace safety, diversity and inclusion.

The effectiveness of Persistent Systems [Human Rights Policy](#) is monitored through:



The following key policies define our approach to human rights and business ethics:



Human Rights Due Diligence

GRI 412-1, 412-2, 412-3

Commitment and Scope

Persistent Systems is committed to respecting and upholding human rights across its operations, value chain and business relationships. A Company-wide Human Rights Due Diligence (HRDD) process is in place to identify, assess and mitigate actual and potential human rights risks. The process is aligned with internationally recognized standards, including the United Nations Guiding Principles on Business and Human Rights (UNGPs) and the ILO Core Conventions.

Company-Wide Due Diligence Process

Human rights risk assessments are conducted at multiple levels to ensure accountability and compliance across the organisation:

Risk identification in our own operations

Risk identification at enterprise level is done through a structured HRDD process, which includes mapping potential risks across operations and the employee lifecycle, evaluating practices related to non-discrimination, working conditions and employee well-being and aligning assessments with global frameworks. This is supported by internal audits, compliance reviews and inputs from grievance mechanisms, with cross-functional and HR-led teams validating risks, assessing their severity and likelihood and prioritising mitigation actions to ensure proactive and consistent risk management across operations.

Risk identification in our value chain or other business activities

We carry out a comprehensive ESG assessment for all vendors to ensure their compliance with our policies and frameworks. Vendors are also required to undergo ESG training, which includes human rights as a core component.

Risk identification in new business relations (mergers, acquisitions, joint ventures, etc.)

Every new partnership goes through a thorough due diligence process that includes screening for human rights violations. All our business contracts contain standard clauses that require compliance with laws and policies related to human rights.

Systematic periodic review of the risk mapping of potential issues

Human rights risks are identified, assessed and monitored on a continuous basis, with periodic reviews conducted as part of:

- Enterprise risk management and ESG governance processes
- Internal audits and compliance reviews across locations
- Site-level monitoring mechanisms involving cross-functional teams

Key Human Rights Issues Addressed

The HRDD framework focuses on mitigating actual and potential human rights risks, including

- Forced labour and modern slavery – Ensuring ethical labour practices across our supply chain
- Human trafficking prevention – Implementing stringent policies against trafficking risks
- Child labour elimination – Enforcing zero-tolerance policies through supplier assessments
- Freedom of association & collective bargaining – Upholding workers' rights to organize and negotiate
- Equal remuneration and anti-discrimination – Promoting fair pay and an inclusive workplace
- Safe workplace conditions – Maintaining a safe workplace and ensuring safe working conditions in compliance with global health and safety regulations
- Discrimination - Ensuring a Discrimination-Free Workplace

Protection of Vulnerable Groups

We implement safeguards to ensure fair and ethical treatment of groups that may be at higher risk

- Own employees: Equitable treatment and access to grievance mechanisms
- Women: Advancing gender equality and workplace inclusivity by protecting women's rights, including freedom from gender-based harassment, equal pay, and safe working conditions
- Children: Preventing child labour across operations and supply chain
- Third-party employees: Extending protections to contract workers and vendors
- Local communities: Responsible engagement to prevent adverse social impacts
- Indigenous People

We recognise migrant workers as a potentially vulnerable group and include them in our human-rights due diligence, ensuring fair and non-discriminatory treatment, access to grievance mechanisms and prompt remediation where risks are identified across our operations and relevant contractor/value-chain workforce.

Social Protection Coverage

Achieve and sustain comprehensive social protection coverage for our workforce by ensuring that all eligible employees are covered through statutory and/or Company-provided social security and insurance benefits and by extending equivalent protections to non-permanent workforce categories through employer/principal-employer oversight. We will review coverage annually and close any gaps.

Strengthening Compliance and Awareness

To reinforce human rights commitments, we:

- Require suppliers to comply with the UN Guiding Principles on Business and Human Rights through contractual obligations
- Conduct supplier due diligence and audits
- Deliver training programmes for employees and business partners
- Maintain confidential grievance mechanisms for reporting violations
- Ensure continuous monitoring and remediation of identified risks

We ensure a comprehensive Human Rights Due Diligence process aligned with UNGPs and ILO standards, covering operations, value chain, suppliers and business relationships, supported by training, grievance mechanisms and continuous risk monitoring.

Human Rights Assessment

GRI 412-1, 412-2, 412-3

We uphold human rights across our global operations through annual human rights assessments and compliance-driven governance frameworks.

Owned Operations 100%

100% of Persistent's plants and offices have been assessed for compliance with applicable labour and workplace standards covering child labour, forced or involuntary labour, sexual harassment, workplace discrimination and wages.

Our India operations are regularly assessed by the Persistent Internal Audit team and are 100% certified under ISO 14001:2015 (Environmental Management Systems) and ISO 45001:2018 (Occupational Health & Safety Management Systems), Internal process audits which include requirements related to legal compliance, worker welfare and safe and fair working conditions.

For overseas locations, we have implemented processes aligned with local legal and regulatory requirements, supported by global policies and governance mechanisms and ensure compliance across our international operations through internal reviews and management oversight.

Contractors and Direct/Tier 1 Suppliers 100%

100% of vendors working in our facilities are assessed by our Internal audit teams and HR team.

Our vendor partners working on our premises at India locations are assessed to ensure they are complying to the local statutory rules and law of the land.

ESG awareness programmes covered suppliers representing approximately 75% of total procurement spent.

Supplier Human Rights Assessment

GRI 414-1, 414-2

All suppliers must adhere to the [Vendor Code of Conduct](#), which outlines requirements related to fair labour practices, prohibits forced labour, ensures non-discrimination and mandates safe working conditions. Suppliers undergo ESG evaluations in which human rights serve as a central focus, addressing issues such as labour practices, workplace safety and regulatory compliance. These assessments are conducted based on risk, including audits for those vendors present at Company locations, compliance checklists aligned with ISO 45001 standards and reviews of relevant documentation as well as self-assessment reports.

In addition, Persistent conducts supplier training and awareness programmes, including live sessions and webinars, which cover human rights expectations and responsible business practices. Suppliers are required to self-monitor, comply with standards and implement corrective actions where needed, ensuring ongoing management of human rights risks across the value chain.

The Vendor Code of Conduct requires suppliers to ensure that employment opportunities - including hiring, promotion and training - are not denied to any individual on discriminatory grounds, consistent with ILO Convention No. 111 (Discrimination in Employment and Occupation).

Human Rights Mitigation & Remediation

We have established robust mechanisms to mitigate and remediate human rights risks across **100% of our operations and value chain**, if necessary. Structured processes are used to proactively identify and evaluate actual and potential risks, supported by site-specific mitigation plans and clearly defined corrective actions.

Processes Implemented to Mitigate Human Rights Risks

Identified risks are monitored on an ongoing basis to ensure timely remediation and continuous improvement. This approach strengthens accountability, supports compliance with international human rights standards and ensures effective management of human rights impacts across business activities and relationships.

100%

of operations, contractors and suppliers assessed, with zero risks identified and mitigation plans available.

No

Remediation actions were required

Upholding Fair Labour Practices & Employee Rights

Labour Practices Commitment

Persistent Systems has a company-wide commitment to respect labour rights, which is publicly available through its Human Rights Policy, Code of Conduct and Global Policy on Anti-Harassment and Prevention of Discrimination, Prevention of Sexual Harassment at Workplace (POSH) for women employees and Whistleblower Policy. The Company prohibits forced labour, child labour and discrimination and ensures fair working conditions across its operations and value chain. It also upholds principles related to freedom of association and collective bargaining, in line with applicable laws and global standards such as the UN Guiding Principles on Business and Human Rights (UNGPs) and ILO conventions.

These commitments are reinforced through policies, employee guidelines, grievance redressal mechanisms and supplier requirements, ensuring labour rights are consistently implemented and monitored across the organisation and its supply chain.

Labour Practices Commitments & Programmes

We are committed to fair and ethical labour practices across our own operations, i.e., employees, contractors, partners and suppliers. Key commitments include:

Living Wages and benchmarking

Persistent Systems is committed to paying adequate living wage to all employees. The Company conducts living wage benchmarking assessments to compare compensation against the cost of living (food, housing, clothing, savings potential) in all operating regions, ensuring salaries exceed minimum statutory requirements and enable a dignified standard of living. We ensure that all employees are paid above the statutory minimum wage in accordance with the applicable labour laws of each country we operate in. These assessments also consider the ability to meet cost of living requirements and support basic savings, reinforcing a balanced approach to employee well-being and responsible compensation.

Avoiding or reducing overtime or excessive working hours

Employees are required to take mandatory breaks (e.g., a one-hour break after extended working hours), ensuring adequate rest during the workday.

The Company monitors working hours in alignment with the local workweek guidelines of each country with scheduled work breaks, as applicable. Persistent Systems also allows flexible work schedules and/or work from home in consultation with managers and its clients to balance business needs and employee wellbeing.

Fair Compensation and Work-Life Balance

We ensure to provide competitive remuneration and comprehensive benefits, including hybrid work, parental leave, sabbaticals and CSR-related time off, supporting employee well-being and sustainable work-life balance.

Setting maximum working hours

We follow all local labour laws regarding maximum working hours and proactively encourage workplace practices that support balance and overall well-being.

Annual Leaves

Employees are entitled and ensured to avail paid annual leave in accordance with applicable policies and statutory requirements in each country. In India, where the majority of our workforce is based, we provide 26 days of paid annual leave (including sick leave), 26 weeks of primary caregiver parental leave, 5 days of secondary caregiver leave and access to compassionate leave and sabbatical programmes.

Training and Reskilling for Transition Support

To mitigate potential impacts arising from industrial or climate-related transitions, we invest in training & reskilling e.g. green code/ cloud infrastructure.

Setting minimum consultation or notice periods before mass terminations

In the event of organisational restructuring, Persistent Systems 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.

Minimum notice period

Regarding Operational Changes & Employment
GRI 402-1

We adhere to country-specific statutory notice periods, ensuring fair and transparent separations with adequate transition time. Associates are informed of operational changes within 4–12 weeks via internal communications. Notice periods are defined in employment contracts and country-specific manuals. Minimum notice is maintained for any termination or layoffs. No layoffs occurred during the year.

Working conditions: Safe, healthy and respectful workplaces are maintained through policies, OHS systems, audits and expanded social protection beyond public programmes.

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.

Gender Pay and Pay Equity

Equal Remuneration and Gender Pay Gap

As an equal opportunity employer, Persistent Systems is committed to ensuring equitable and fair compensation, including equal pay for equal work, irrespective of gender or other protected characteristics. The Company supports this commitment through structured compensation frameworks and governance processes aligned with applicable labour laws and global standards.

We regularly undertake industry benchmarking and internal compensation reviews to assess pay parity and competitiveness across roles and geographies. These reviews help identify and address any potential gaps, ensuring that compensation practices remain fair, consistent and aligned with market standards.

In addition, pay equity considerations are embedded within broader talent management and performance processes, reinforcing a culture of inclusivity and fairness while supporting responsible and equitable reward practices across the organisation.

We ensure equal pay for equal work through a dedicated framework of policy commitment, proactive monitoring and robust grievance redressal mechanisms. The commitment is rooted in the Equal Employment Opportunity Policy, which explicitly guarantees equal pay and benefits for equal work and performance.

Operationally, Persistent Systems takes the following actions to sustain pay equity

- Conducts continuous Gender Pay Gap reviews and is monitored with monthly updates to ensure compensation is fair across various employment criteria, including grades, experience, tenure and locations
- Routinely monitors the gender pay gap and takes targeted actions to ensure equal remuneration for men and women performing equivalent roles
- Evaluates gender parity during all promotion cycles to ensure non-discriminatory advancement
- Ensures all employees (Permanent and Other than Permanent) are compensated more than the legal minimum wage requirements in the countries where Persistent operates
- Reviews methodology and outcomes annually with the People & Org Development team

Methodology

Pay-equity analysis is performed on like-for-like comparable populations controlling for grade, role, tenure, location and experience and follows internationally recognised pay-equity analysis practices. **During the year, no significant pay gaps were identified.**

To safeguard against discriminatory pay practices, the Whistleblower Policy assures protection to whistleblowers from retaliation or other forms of discrimination, including compensation or terms and conditions of employment.

Gross wages paid to females as a % of total wages paid was 22.88% in FY2026

Remuneration of Women to Men — Mean

Parameter	FY2026 (INR)
Mean Female Salary	2,023,845.17
Mean Male Salary	2,873,061.80
Female-to-Male Mean Ratio	22.88%

Average Compensation by Employee Category — FY2026

Employee Category	Average Women (INR)	Average Men (INR)
Executive level — base salary only	2,46,55,612	2,29,64,291
Executive level — base salary + other cash incentives	3,37,45,312	3,33,84,076
Management level — base salary only	1,36,08,752	1,35,96,849
Management level — base salary + other cash incentives	1,73,61,206	1,78,82,893
Non-management level — base salary only	24,96,079	24,67,557
Non-management level — base salary + other cash incentives	27,18,111	26,80,408

Data covers 100% of FTE

Anti-Discrimination and Harassment

GRI 406-1

We strictly prohibit discrimination and harassment in any form. 'Discrimination based on gender, gender identity and expression, race, ethnicity, age, disability, religion, sexual orientation, political opinion, social origin, or any other protected characteristic is not tolerated at Persistent Systems. We have established the Diversity and Inclusion Policy, Global Policy on Anti-Harassment and Prevention of Discrimination, Human Rights Policy and Whistleblower Policy, which provide clear guidance, protection and confidential reporting mechanisms to ensure equal opportunity and a bias-free workplace.

Zero

Tolerance policy on discrimination

Zero

Incidents of discrimination were reported during the reporting period

Actions to Prevent Discrimination in Professional Development and Promotion

Policies and processes ensure equal access to professional development, career progression and promotion. Decisions are based on role requirements, performance and capability, supported by standardized evaluation frameworks and bias-mitigation controls.

We are committed to equal career opportunities regardless of ethnicity, caste, religion, or social origin. Recruitment and promotion practices ensure non-discriminatory selection based solely on merit, with bias-mitigation controls embedded in all evaluation processes.

Prevention of Sexual Harassment

We maintain a zero-tolerance Policy for discrimination and sexual harassment across all geographies. Workplaces are governed by locally applicable laws such as the Prevention of Sexual Harassment (POSH) Act (India), Ontario Human Rights Code, Australian Human Rights Commission Act and the German Criminal Code. Beyond compliance, the Company is committed to maintaining harassment-free workplaces through strong policies, awareness and enforcement mechanisms.

3

POSH Complaints received in FY2026

3

POSH cases upheld in FY2026

Measures to prevent sexual harassment

Persistent Systems has a comprehensive Anti-Harassment Policy that prohibits sexual harassment and ensures a safe, inclusive and respectful workplace across all locations. The Company has established formal mechanisms, including Prevention of Sexual Harassment committees, to address complaints in a fair, confidential and time-bound manner in line with applicable laws. Awareness and prevention are reinforced through mandatory training programmes, regular sensitisation sessions and communication initiatives, ensuring that

employees clearly understand expected conduct and reporting mechanisms. Multiple grievance redressal channels are available to employees, contractors and other stakeholders, enabling concerns to be raised without fear of retaliation.

The Company follows a zero-tolerance approach, with defined procedures for investigation, disciplinary action and remediation, ensuring accountability and reinforcing its commitment to maintaining a safe and respectful work environment.

Measures to prevent non-sexual harassment

Persistent Systems has implemented a comprehensive Anti-Harassment Policy to prevent all forms of workplace harassment, including non-sexual harassment such as bullying, intimidation, or discriminatory behaviour. The policy explicitly prohibits any conduct based on protected characteristics (e.g. race, religion, age, or nationality) that creates a hostile or offensive work environment, whether at the workplace or during work-related interactions.

To prevent such behaviour, the Company promotes a culture of respect, equality and zero tolerance for harassment, supported by its Code of Conduct and ethical practices. Employees are expected to maintain professional conduct and avoid bias or prejudicial behaviour in all interactions.

Persistent Systems has established formal reporting and grievance redressal mechanisms, including Internal Committees, to address complaints in a fair, confidential and time-bound manner, along with clearly defined disciplinary actions for violations.

In addition, the Company reinforces prevention through regular awareness programmes, communication of policy expectations and mandatory compliance frameworks, ensuring that employees, contractors and stakeholders are aware of acceptable behaviour and reporting channels, thereby fostering a safe and inclusive workplace environment.

Trainings for all employees on discrimination or harassment in the workplace

We ensure that all employees undergo mandatory training on prevention of workplace mental harassment & discrimination, reinforcing a culture of fairness, respect and inclusion. These training courses cover non-discriminatory practices, ethical conduct and Code of Conduct (CoC) principles.

Moreover, training is also provided to HR staff, focusing on ensuring non-discriminatory practices in policies and processes and to security teams, with emphasis on conflict resolution, non-discriminatory practices, ethics and CoC training.

Escalation process for reporting incidents specific to discrimination and/or harassment

We have a structured grievance redressal mechanism to address complaints of harassment and discrimination in line with applicable policies and local laws. The designated Anti-Harassment Committee initiates investigations through local teams, ensuring confidentiality, fairness and non-retaliation. Employees are encouraged to report concerns without fear, cooperate in investigations and avoid misuse of the policy. The organisation is responsible for establishing procedures, conducting independent investigations, resolving complaints and recommending disciplinary actions where required. Regular oversight ensures timely and appropriate resolution, while maintaining confidentiality and providing necessary support to investigation teams for effective grievance handling.

Human Trafficking, Modern Slavery, Child Labour and Forced or Compulsory Labour

GRI 408-1, 409-1

We maintain a strict zero-tolerance policy against child labour, forced labour, modern slavery and human trafficking across operations and supply chain. Guided by the Commonwealth Modern Slavery Act (2018), UN Declaration of Human Rights and ILO conventions, these commitments are reinforced through the Anti-Human Trafficking Policy and Vendor Code of Conduct. Supplier due diligence, risk assessments and audits are conducted to mitigate risks. Additionally, we reinforce responsible labour practices through continuous awareness programmes and compliance training for employees and business partners.

Zero

Operations or suppliers were identified with significant risk of child labour, forced labour, or modern slavery

Rights of Indigenous Peoples

GRI 411-1

Respect for the rights, traditions and cultural heritage of indigenous peoples is embedded in our corporate responsibility framework. Business activities align with the United Nations Guiding Principles on Business and Human Rights, ensuring that operations and partnerships do not negatively impact indigenous communities. Responsible community engagement is undertaken to promote inclusion and sustainable development.

Zero

Incidents involving violations of indigenous peoples' rights were identified across the value chain

Freedom of Association and Collective Bargaining

GRI 2-30, GRI 407-1

Persistent Systems 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. The Company 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, independent 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 (WCs), or collective bargaining agreements (CBA). The absence of such arrangements is not due to any restriction or policy constraint and participation in employee representative structures remains entirely voluntary.



Employee Representation

Persistent Systems does not have formal worker committees, collective bargaining agreements, or trade union representation across its operations. Accordingly, employees are not represented by trade unions or worker representative bodies. In certain jurisdictions where the Company operates, local regulations do not mandate disclosures related to union participation.

In the absence of formal union representation, the Company engages with employees through structured and inclusive channels, including town halls, all-hands meetings, business unit forums, employee engagement surveys, Employee Resource Groups (ERGs) and workplace committees. These platforms enable dialogue and collaboration on matters related to working conditions, health & safety, working hours, career management and discrimination.

Employees are encouraged to raise concerns and provide feedback through these forums and surveys. Inputs received are systematically reviewed and assessed to identify actionable measures, ensuring timely and appropriate response to employee concerns and strengthening transparency and accountability.

In FY2026, Persistent Systems recorded zero strikes, work stoppages, or lock-outs across all global operations.

Human Rights Training

GRI 412-2

Human rights principles are embedded in Annual Policy Compliance - Code of Conduct (CoC) and apply to all employees, including contract workers and security personnel. Annual mandatory training and declarations reinforce ethical behaviour and accountability. These training courses include topics such as anti-discrimination and harassment, POSH, child and forced labour among other human rights topics.

Moreover, employees with supply chain and procurement responsibilities receive specific training on human trafficking, modern slavery and forced labour risks as part of the annual Code of Conduct and supplier management training modules.

Human rights training effectiveness is evaluated through completion tracking (99.43% in FY2026), post-training assessments and annual compliance declarations, with outcomes reported to the senior management.

99.43%

Employees (including contract workers and security personnel) completed Annual Policy Compliance - Code of Conduct covering human rights topics including anti-discrimination, POSH, child and forced labour awareness and mechanisms

Human Rights Training and Annual Policy Compliance - Code of Conduct Coverage – FY2026

Metric	Coverage
Employees Completing Annual Policy Compliance - Code of Conduct / Human Rights Training (%)	99.43%
Suppliers / Contractors Covered under Human Rights Orientation / Vendor Code of Conduct (%)	100%
Security Personnel Trained on Human Rights (%)	100%

Unconscious Bias Training

Unconscious bias training is delivered as part of leadership, recruitment and inclusion programmes. Training supports fair decision-making across hiring, performance evaluation, development and promotion processes and is conducted through periodic sessions aligned to role and responsibility.

Security Personnel Training on Human Rights

GRI 410-1

Security personnel receive dedicated human rights training focused on ethical conduct, non-discriminatory practices, conflict resolution and appropriate use of force. Training ensures interactions with employees, contractors and visitors uphold dignity, professionalism and respect.

Working Conditions

We are committed to maintaining fair, safe and transparent working conditions that support employee well-being and operational accountability. Working hours are governed through defined schedules and flexible work arrangements, allowing employees to align their work schedules with business needs in consultation with their managers. Regular breaks are encouraged during the workday to support health and productivity. Attendance and working hours are monitored through digital systems, ensuring consistency, transparency and compliance with internal policies.

To reinforce accountability, working time records are maintained through structured time-tracking mechanisms. These controls support accurate recording of attendance and enable fair leave management across the organisation. Clear guidelines related to working conditions, hours of work and leave administration are documented in internal policies and employee manuals.

Grievance Mechanism for Employees

Persistent Systems has established robust grievance redressal mechanisms and escalation processes to address concerns related to working conditions or workplace practices. Employees may raise grievances through internal channels such as the Global Help Desk, or externally via the Whistleblower Policy, which offers confidential reporting through a toll-free helpline and dedicated email access. All grievances are reviewed through a structured investigation process by designated teams, with findings assessed by the Ethics Committee.

If any such case arises, appropriate corrective action plans are established to mitigate such incidents in the future. These mechanisms are communicated regularly through internal platforms to promote awareness, trust and timely resolution, reinforcing the Company's commitment to a fair, respectful and supportive work environment.

Persistent Systems is committed to respecting employees' freedom of expression and opinion. No employee will face retaliation for lawfully expressing views about workplace concerns.

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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