



**Training, Learning
& Development
FY 2025-26**



Training, Learning & Development

GRI 404-1, 404-2, 404-3

Future-Ready Workforce

As Persistent Systems grows, continuous upskilling remains critical to operating in a fast-changing business environment. Our Learning & Development team focuses on building practical, engaging learning experiences that equip our employees to work effectively across cross-functional and multidisciplinary teams. In FY2026, Persistent Systems delivered 26,26,907 total training

hours across the workforce, covering 26,609 employees globally, including 24,119 regular employees and 2,450 contractors. Learning coverage improved to 96.80% in FY2026 from 94.20% in FY2025, while total number of employees and contractors trained globally increased to 26,609 from 23,139 in the previous year.

106.78	13 days	96.80%	INR 11,702	26,609
Average learning hours per FTE	Average learning days per FTE	Learning coverage across the workforce (FTE & Contractors)	Average amount spent per FTE on training and development	Employees trained globally

Targets and Commitments

Our training ambition is reflected in time-bound targets that are reviewed by the Board’s ESG Committee:

Target	Target Horizon	FY2026 Status / Progress
Achieve 92% Learning coverage Year on Year (Y-o-Y)	Annual	96.80% Learning coverage across the workforce (FTE & Contractors)

Learning and Development Strategy

Training and continuous upskilling are imperative for Persistent Systems. As technology cycles shorten and client expectations evolve rapidly, continuous upskilling forms a core strategic priority for being relevant and growth. We are investing in employee learning with an aim to enable us to build deep digital, engineering and domain expertise, ensuring readiness for emerging technologies such as cloud, artificial intelligence and data-driven solutions. Our learning strategy is designed around three priorities: capability depth, role readiness and business agility.

Training needs are identified through business demand, role expectations, manager recommendations, employee

aspirations and organisational priorities. This allows us to combine long-term skill development with near-term delivery readiness in fast-evolving areas such as digital engineering, cloud, AI, data and consulting-led delivery.

Learning at Persistent Systems is not treated as a stand-alone HR intervention. It is integrated with talent deployment, leadership pipeline development, internal mobility, certification readiness and client-facing capability building. Successfully designed and conducted hackathons and partner-led learning initiatives, including CLI, Cursor, Gemini, and Semicolons, to promote hands-on learning and drive innovation across teams.



Learning Ecosystem and Training Infrastructure

Persistent University serves as the Company's enterprise learning ecosystem, integrating technical learning, leadership development, power skills, assessment, certifications and experiential learning into a single capability-building architecture. The learning ecosystem combines internal faculty, business SMEs, external content providers, certification partners, university collaborations and digital learning platforms to support workforce development across roles and geographies.

The University offers various flagship programmes which address critical capability areas such as technology, leadership, project management and career readiness. These training programmes emphasize on hands-on learning through real-time problem solving and action-learning projects, covering core areas such as technical skills, domain expertise, power skills, leadership development and project management to ensure a capable and future-ready workforce.

Persistent University

Persistent University provides a structured learning ecosystem that supports continuous skill development across roles and career stages. Its offerings are designed to align employee capabilities with business priorities through focused learning, assessments and strong internal and external partnerships.

Technology & Certifications	Leadership & Management	Experiential Learning Portfolio
Internal certifications led by in-house SMEs, complemented by external certifications to support continuous upskilling	In-house SME-led programmes and external agencies led programs covering Project Management, programme Management and Leadership development	Experiential and informal learning through structured programmes, meet-ups and initiatives such as the Friday Learning Club
Power skills	Assessment Center	Strong Partnerships
Soft skills and behavioural training programmes, including those required for career progression and promotion	A robust assessment platform with in-house tools and question banks covering over 100 skills	Collaborations with external vendors, university partners for support for degree programmes and certifications and digital content providers to enhance learning reach and quality

Learning Experience Platform (LXP) PersistentRise- The Persistent's homegrown Learning Experience Platform 'PersistentRise' is transforming enterprise learning by bringing all learning pathways, certifications, progress tracking, and skilling insights into one unified, AI-enabled platform. It has strengthened learner engagement, improved visibility of capability-building outcomes, and enabled faster, more personalized upskilling aligned to business priorities. With strong adoption and measurable impact, PersistentRise reinforces the company's commitment to building a future-ready workforce.

Flagship Programmes of the University

The flagship Programmes are designed to support employees across career stages, from campus hires and first-time managers, delivery leaders and business leaders, thereby strengthening internal mobility and succession readiness.

Technical Academy	Project Management Academy
Development programmes for Architects and Senior Architects	Programmes designed to build project and programme management mindset and skills
Equips technical leads with the skills needed for architectural roles, with a focus on digital transformation and DevOps	Designed to develop skilled architects with a strong consulting mindset. Focuses on core architecture competencies, digital technologies and cloud modernization

Leadership Academy

Delivery-partner and delivery-head readiness programmes to build a strong leadership pipeline

Internal AI courses offered

By end of FY2026, Persistent achieved over 30,000 cumulative internal GEN AI and AI/ML certifications via internally developed 20 GEN AI/ML courses

Experiential Learning Championship for Fresh Grads

Experiential learning programmes focused on ONE TEAM, Learning and “We are Persistent” mindsets

We Are Persistent

Induction programme for new joiners focused on corporate values, culture and purpose

GEMS

Graduate Engineers with Multidimensional Skills programme to fast-track industry and Persistent readiness for campus hires

Enabling Line Managers

Programmes, such as Be Awesome Manager (BeAM) and New Leaders Training Programme (NLTP) help line managers understand and perform their roles effectively

Experiential Programmes for Team Success

Action-based, team-building Programmes with focused learning outcomes. In FY2026, 15,000+ employees participated in Experiential Learning Interventions

My Learning Path to Become a Certified Professional

Learning meet-ups focused on hyperscaler certifications such as IBM, Salesforce, AWS, Azure, GCP, Snowflake, Databricks

Together, these programmes strengthen the capability pipeline across technical, managerial and leadership roles, while supporting internal mobility, succession planning and long-term talent retention

Key Highlights

500+

Technical & Power Skill Courses

60%

Formal Training

40%

Hands-on Learning

180+

Persistent Digital Engineering Technical skill clusters

Experiential Learning Portfolio

Hands-on and informal learning experiences through initiatives like Experiential programmes, Meetups and Friday Learning Clubs.

Career-related

Through a range of activity-based learning programmes including CareerView, The Brand I, SWOT, This Day Next Year and many more employees are enabled to:

- Develop greater awareness of their own careers
- Plan their careers with a long-term perspective
- Establish clear career-relevant goals and structured action plans
- Aspire to build a strong personal brand as professionals

Team Success

With the objective of fostering stronger team bonding and networking, Experiential programmes for Team Success are designed and delivered. These are gamified, theme-based and action-oriented learning programmes where employees engage with their team members, build deeper understanding of each other's perspectives and learn collaboratively while focusing on key team priorities.

Employee Resource Groups

Sessions are conducted with Prerana (Women's ERG) to enable women employees to understand and adopt the ENRICH (Empower, network, reach for your goals, invest in yourself, create/change, harmony) framework. Sessions with the Pehchaan community are organized to build awareness about the LGBTQ community and understand related challenges. Additionally, sessions with the Able community are conducted to promote inclusive initiatives for persons with disabilities people.

Employee Skill Development Programmes

Employee development is enabled through a range of learning methods including external trainings and internal trainings, classroom and virtual training, self-paced digital learning, coaching and mentorship, experiential learning, peer-based learning communities and job-specific development training programmes. Teams, networks, Employee Resource Groups and learning forums provide additional opportunities for knowledge exchange, while structured development programmes support leadership development, cultural education, digital transition and career advancement.

Transition programme and support is also available for employees who are retiring or separating from the organisation. These programmes include pre-retirement planning, retraining support, severance-related assistance, job placement support and counselling resources, depending on context and employee need.

Coverage: These programmes are applicable to full-time, part-time and contractual employees.

Skill Led Fulfillment

The Skilling Led Fulfillment (SLF) framework is an enterprise-wide capability-building ecosystem designed to support continuous workforce development and maximise talent utilisation. SLF uses a home-grown mock interview tool to prepare bench resources for client interviews and improve job readiness.

SLF is jointly driven by Learning & Development (L&D), Talent Management, delivery units, practice leadership, subject matter experts and technology partners. The model includes high-impact masterclasses led by L&D technical experts, focused bootcamps for upskilling, cross-skilling and reskilling and self-learning modules supported by standardised assessments to measure proficiency.

SLF accelerates deployment of bench employees into billable roles, improves workforce agility, reduces lateral hiring costs and strengthens organisational talent readiness through structured skill development and continuous capability enhancement.

Architect Development programme

The programme developed architects with strong core technical and consulting capabilities. The programme also strengthened competencies in digital technologies, cloud and modernization, while building business acumen, proposal development and risk management skills. It also encouraged thought leadership, coaching and mentorship.

Advance Technical Academy

The programme focused on preparing technical leads for architectural roles, with an emphasis on digital transformation and DevOps. The programme supported multi-skill development across technology domains, adoption of DevOps practices and automation and role-specific learning through certifications. It also strengthened understanding of architectural design principles and non-functional requirements.

Project Management

The programme provided new project managers with a foundation in project management practices. The programme covered scope definition, planning and estimation, dependency and risk management, use of tools such as JIRA and Azure DevOps and Persistent-specific processes. It also focused on communication and leadership skills.

Advanced Project Management Programme

The programme supported project managers transitioning to programme management roles. The programme strengthened leadership, stakeholder management and capabilities to manage large and complex programmes, including contract, proposal and risk management, while maintaining a strategic focus on benefit realization.

Experiential Learning Portfolio

The Experiential Learning Academy delivered activity-based and action-oriented learning programmes designed to encourage hands-on skill development and collaboration. Offerings included experiential programmes, expert-led meetups, DEIB awareness through Divopoly, design thinking labs and music-based team learning initiatives. These interventions supported technical, behavioural and inclusive capabilities while fostering engagement across teams. In FY2026, more than 15,000 employees participated in experiential learning interventions, reflecting strong uptake and organisational commitment to applied learning.

Technology & Certification

The Company provided comprehensive digital engineering training programmes tailored to different roles, levels and technologies to meet evolving business needs. Learning interventions included instructor-led sessions, blended and collaborative learning, bootcamps and self-paced e-learning, supported by virtual labs, assignments and assessments. Continuous learning on digital transition was reinforced through support for internal and external certifications. Course offerings covered core technical skills and multi-level training in advanced areas such as GenAI and SASVA. All full-time employees and contractors were eligible to participate.

Assessment Centre

The Assessment Centre provided a robust capability-assessment platform supported by in-house tools and a comprehensive question bank covering over 100 skills. The platform enabled objective assessment of employee competencies, identification of skill gaps and targeted development planning. It supported both individual growth and workforce readiness by aligning learning interventions with business requirements and role expectations.

Strategic Partnerships

The Company collaborated with external vendors, universities and digital content providers to ensure continuous access to relevant and up-to-date learning opportunities. These partnerships enhanced learning coverage, supported reskilling and upskilling efforts and enabled employees to remain engaged during periods between project assignments, contributing to sustained employability and capability development.

Behavioural Skills

Behavioural skills programmes focused on strengthening communication, collaboration, leadership and adaptability to support professional effectiveness and business performance. Learning was delivered through instructor-led sessions, e-learning modules and on-demand support aligned with role requirements. Key competencies included impactful communication, innovation, accountability, analytical thinking, customer focus, coaching and development and inclusive work place. Manager-assigned courses further supported role-specific development and enhanced client experience and billability.

Sales Enablement Programme

The Sales Enablement programme supported capability building across sales and growth roles through structured on-boarding, role transition programmes and continuous learning. Initiatives included induction programmes for new hires, the GenNext programme for Executive MBA recruits and training for non-sales employees transitioning into sales or consulting roles. Learning covered sales lifecycle knowledge, consultative selling, large deal orchestration, pricing and objection handling, supported by internal knowledge sharing and external digital learning tools.

Cultural Learning

The Cultural Learning programme strengthened cross-cultural capability, i.e., cultural education across a globally distributed workforce. Covering 13 geographies, this initiative built awareness of regional customs, business etiquette and societal norms to support culturally sensitive collaboration and client engagement. By enhancing cultural intelligence, the programme contributed to inclusive teamwork, improved communication and stronger relationships across global operations.

Mentorships and Coaching

Mentorships, coaching and meetups were delivered as expert sessions covering technical and non-technical topics. These sessions enabled knowledge sharing, peer learning and networking among employees across locations. By providing direct access to subject matter experts and leaders, the initiative supported continuous learning, professional development and cross-organisational collaboration.

The participants of leadership programs also take up action learning projects and they are group coached to enhance their performance on various business situations.

Training Delivery Model

We follow a flexible and practical approach to employee learning that makes it easy to build skills on a scale. Training is delivered through a mix of internal learning platforms and external partners, giving employees access to both Company-specific knowledge and industry-recognized certifications. This ensures learning remains

relevant to client demand and technological needs. Training happens in many ways, through classrooms, virtual sessions, self-paced online courses, hands-on labs, hackathons and on-the-job experience. This blended model allows employees to learn, practice and apply skills directly in real work situations.

Strategic Training Management

Learning delivery is centrally governed through Persistent University and executed through a model that combines internal faculty, in-house SMEs, external training partners, university collaborations and digital content providers. Training is prioritised based on business demand, role criticality, future skill requirements and deployment readiness. This enables Persistent Systems to scale high-quality learning while maintaining close alignment with technological trends and client expectations.

The learning model is designed to support multiple modes of development, including classroom and virtual instructor-led sessions, self-paced modules, hands-on labs, hackathons, experiential workshops, action-learning interventions, assessments, coaching, mentorship and on-the-job learning.

AI and Technology Upskilling

Persistent Systems places strong emphasis on building digital and advanced technology capabilities through focused upskilling initiatives. AI and digital learning programmes span foundational, advanced and role-specific training, with coverage across engineers, delivery teams and management roles.

Technology upskilling remains central to our learning agenda. Our programmes are designed to build digital engineering capability across foundational, intermediate and advanced levels, with strong focus on cloud, platform engineering, enterprise technologies, data, AI and GenAI. Learning pathways are aligned to role expectations and supported through internal academies, certification-focused meetups, structured practice interventions and partner-led programmes.

The training architecture includes broad technology learning and certification pathways across AWS, Azure, GCP, IBM, Salesforce, AI/ML/GenAI, Databricks, Snowflake, ServiceNow, ITIL and other strategic technologies. This enables employees to build both breadth and depth of expertise while strengthening delivery readiness in emerging technology areas.

Programmes such as PDEA and SASVA 3.0 are designed to build enterprise-wide technical depth and AI readiness through role-aligned learning paths, specialized interventions and certifications.

Performance Metrics and Key Indicators

We monitor a range of performance indicators to track the effectiveness and reach of training initiatives. Training investments and learning hours are monitored across employee categories and gender, with separate disclosures for full-time employees and contractors. Data includes active learners and covers operations across the organisation.

Training metrics are monitored across employee category, gender, geography, age profile and workforce type to help assess learning access, workforce readiness and capability depth across the organisation.

24,119

Permanent employees have received training

2,490

Contractor employees have received training

96.80%

Training Coverage (FTE & Contractors)

INR 11,702

Average amount spent per FTE

106.78

Average learning hours per FTE

13 days

Average learning days per FTE

Training cost per FTE

Training cost	FY2026	FY2025	FY2024
Average learning cost per FTE in INR	11,702	11,027	11,484

Average hours per FTE of training and development – Employee (GRI 404-1)

Training Hours	FY2026	FY2025	FY2024
Average hours per FTE	106.78	94.2	72

Learning participation remained balanced across genders. Average learning hours for regular male employees were 106.58 hours and for regular female employees were 107.25 hours, indicating comparable access to learning opportunities.

Average Training Hours - FTE by Training Category	Units	Non-Technical Skill Training	Soft Skill Training	Technical Skill Training
Employee Count	Male (Nos.)	19,291	9,547	12,589
	Female (Nos.)	8,195	4,832	5,412
Completion (%)	Male (%)	94.66%	46.84%	61.77%
	Female (%)	94.96%	55.99%	62.71%

Governance of Learning and Development

Learning strategy and capability roadmap are reviewed periodically by the Chief Human Resources Officer (CHRO) and senior business leadership through the Persistent University governance forum. Annual learning priorities, budgets and outcome metrics are reported to the Executive Leadership Team. Material learning outcomes, including deployment readiness, certification volume, training coverage and learning-experience feedback are tabled at the Board ESG Committee at least annually.

The scorecard below consolidates enterprise-level indicators linking learning inputs to measurable outcomes, certification attainment, bench deployment success, learner experience and business impact.

Leadership and Career Development

GRI 404-1, 404-2, 404-3

At Persistent Systems, we have established programmes (for all our full time and part time employees) that focus on hands-on learning through real-time problem solving and scenario-based training across Technical, Domain, Power Skills, Leadership and Project Management. This approach supports lifelong learning while aligning individual growth with business priorities.

Our development architecture supports progression from entry-level readiness to advanced leadership capability. Programmes are structured to build technical depth, project and programme leadership, consulting mindset and business leadership readiness across career stages.

Category	Leadership Development Programs
Program Overview	- Strategic leadership journeys for high-potential talent designed across three progressive capability stages—Leading Self, Leading Teams, Leading Business - Programs are delivered as 5-month blended journeys combining assessments, expert-led sessions, simulations, coaching and Action Learning Projects (ALPs), with strong business alignment and structured governance
Key benefits	- Builds enterprise-ready Delivery Partners and Delivery Leaders with strong business, financial and customer-centric capabilities - Enables shift from execution-focused roles to strategic leadership - Develops critical capabilities: strategic thinking, stakeholder influence, consulting mindset, financial acumen and leadership presence reinforced through continuous coaching, AI simulations and Action Learning Project sponsor connects
Business Impact	- Creates a strong internal leadership pipeline, reducing dependency on external hiring - Drives delivery excellence, customer satisfaction (CSAT) and business growth outcomes through real problem-solving - Action Learning Projects (ALPs) ensure direct linkage to business priorities such as AI adoption, margin improvement, customer experience and account growth - Enables enterprise-wide leadership capability consistency across delivery and business units
Quantitative Impact	This has significantly improved succession readiness and leadership continuity, reducing dependency on external talent markets. By prioritising internal leadership development and deployment. 71% participants moved to DP / DH roles
Employee Participation including contractors and part-time	Jarvis – 88 employees Pinnacle – 30 employees

Programmes for Career Advancement

Clear development pathways are provided for entry-level, mid-level, senior and leadership roles, strengthening internal mobility and leadership readiness.

Entry-Level Programmes

Graduate Recruitment Programme (GEMS): Graduate Engineers with Multidimensional Skills - Technical training for freshers.

Nebula: Training for undergraduate freshers.

Sheroes: Sheroes is an early-career development programme designed to encourage young women to proactively plan their career journeys. The programme focuses on building aspiration, self-confidence and foundational capabilities, enabling participants to begin skill development and career planning at an early stage.

Mid-Level Programmes

New Team Leaders Programme: Supports managers transitioning from individual contributor roles to people leadership positions. Through focused workshops, the programme equips participants with essential leadership, communication and people management skills to effectively support, motivate and engage team members, driving productivity and business results.

Be an Awesome Manager (BeAM):

Equips people managers with practical tools and frameworks to build engaged and high performing teams. The programme focuses on effective communication, constructive feedback, trust building, accountability and managing difficult conversations, strengthening managerial effectiveness and team outcomes.

Sheroes Plus: Targeted at women in the mid-career stage (8-10 years of experience) and is designed to enable participants to take ownership of their career progression. The programme focuses on addressing internal barriers, overcoming limiting habits and supporting women in shaping purposeful and sustainable career paths.

Senior-Level Programmes

Women Leadership programme: Aims to increase women's representation in senior leadership roles through structured learning experiences. The programme focuses on leadership capability building, confidence development and readiness for expanded responsibilities, supporting long term gender diversity in leadership.

Leadership-Level Programme

JARVIS – Delivery Excellence programme: Competency building programme designed to accelerate leadership readiness among current and emerging Delivery Partners. The programme integrates learning, facilitator led workshops, AI based simulations and Action Learning Projects to strengthen strategic thinking, operational leadership and business management capabilities.

PINNACLE – Business Leadership Programme: Executive development programme for high potential Delivery Heads and DH 1 leaders. The programme combines real world case studies, group coaching and Action Learning Projects to build capabilities in financial acumen, customer centric leadership and enterprise level decision making.

In addition to role-specific pathways, employee development is supported through coaching, mentorship, experiential interventions, cross-functional learning and manager-led development planning. This layered design helps strengthen internal mobility and succession readiness.

We have strengthened its approach to skills and knowledge development training by clearly defining programme scope, participant cohorts and measurable outcomes, addressing gaps related to general statements on leadership training with unknown scope or achieved results. Additionally, structured frameworks are in place to support comprehensive succession planning & development programmes at multiple levels, ensuring alignment with business needs and measurable capability building.

Our Flagship Learning Programmes and Initiatives

	Persistent Digital Engineering Academy (PDEA 3.0)	SASVA 3.0 laura and GenAi Hub	Learning on Demand (LOD) and Manager-Assigned Courses Programme
Programme Overview	Structured enterprise-wide upskilling programme designed to strengthen technical proficiency and support sustained career advancement through role-aligned learning paths and certifications	Focuses on targeted capability building through structured assessments and skill validation to strengthen deployment readiness and workforce effectiveness	Manager Assigned Courses (MAC) provide customized learning interventions designed to address specific business and performance challenges identified by managers and delivery teams
Key benefits	PDEA 3.0 builds organisation-wide technical and AI readiness by aligning skills development with business needs. It reduces skill gaps and reliance on external hiring through internal talent fulfillment, strengthens employee credibility through validated certifications and improves deployment success, enhancing business agility and client confidence	The programme supports improved workforce outcomes by enhancing employee readiness, billability and customer satisfaction. Participants demonstrated improved ESAT and CSAT scores, with billability levels of approximately 96%, indicating strong alignment between skills development and business performance	These interventions focus on resolving targeted areas impacting delivery quality, employee engagement and customer outcomes. The programmes support improvements in CSAT, ESAT, billability and delivery excellence, while ensuring broad coverage through multiple LOD interventions delivered annually
Business Impact	Increased internal fulfillment, reducing hiring costs Lower customer interview rejection rates, enhancing client confidence Strengthened employee credibility and career growth	Enables data-driven decision-making and smarter workload distribution Reduces manual effort through AI-driven automation Accelerates time-to-market, maximizing revenue potential	Improved Productivity, CSAT, ES
Quantitative Impact	During FY 2025-26, trained 10,000+ employees on PDEA 3.0 which contributed to fulfilling 2,000 positions internally (17% of total internal positions)	Helps businesses boost Annual Recurring Revenue (ARR) and Net Revenue Retention (NRR) Improves software engineering speed and efficiency 1,199 certified counts of employees	Billability improvement through LOD focusing on Facing Client Interviews led to 97% deployment in billable roles
Employee Participation including contractors and part-time Participation	98% of the eligible workforce enrolled and ~60% are certified	5,676 cumulative certified counts of employees	LOD: 1,892 employees MAC: 14,312 employees Self-enrolled: 19,539 employees e-Learnings: 18,652 employees

Cross-Cultural Capability Building

Category	Leadership Development Programs
Program Overview	Programs like cultural sensitization, Diversity Equity and Inclusion (DEI), unconscious bias and customer-facing cultural capability building
Key benefits	Improves cross-cultural collaboration, inclusion and stakeholder communication
Business Impact	Enhances client engagement and global team effectiveness; supports DEI goals
Quantitative Impact	67% requesters reported significant improvement in participants' performance 94% participants reported significant improvement in their cultural awareness and client interactions
Employee Participation including contractors and part-time	- Organization-wide participation across levels and roles 1,000+ employees underwent cultural Training - Covering 11 different Geographies based on business needs

Compliance Trainings

Alongside our flagship learning and development programmes, Persistent Systems conducts mandatory compliance trainings that are essential to our day-to-day operations and Company values. All employees and contractors are required to complete these trainings and formally confirm that they have read, understood and comply with the applicable policies and guidelines. These trainings apply to employees (full-time and part-time) and contractors, reinforcing consistent expectations on ethics, safety, rights and responsible conduct across the workforce.

Key compliance training areas include Modern Slavery and Human Trafficking, Anti-discrimination and Harassment, Safe Workplace Policies, Human Rights, Diversity, Equity and Inclusion (DEI), Environmental Health & Safety and Infosec Compliance including Acceptable Use Policy and Privacy Notice. These cover Code of Conduct, reinforcing ethical standards, data privacy, anti-corruption and responsible workplace behaviour.

99.43%

Employees trained on Annual Policy Compliance - Code of Conduct

Learning and Development Partnerships

Our strategic technology partnerships strengthen our certification-led learning model and help us build relevant capabilities aligned with market demand and client needs. We work closely with leading global technology partners to strengthen learning, certifications and workforce capability across the organisation. Through these strategic partnerships, we enable access to advanced platforms, industry-recognised certifications and hands-on expertise, helping our employees build relevant skills at scale.

Degree Programmes and Certifications

Degree Programmes and Higher Education Initiatives (Management & Technical)

We support employee advancement through sponsored higher education and management degree programmes aligned with business and leadership capability needs. In India, employees are supported in pursuing online MBA, BTeck programmes from institutions such as BITS Pilani in areas including AI in Business, Strategy and Consulting, FinTech, Business Analytics, Digital Transformation and Quality, as well as MBA programmes in HR, Finance, Marketing and Business Analytics through NMIMS and Manipal.

For employees based outside India, the Company offers reimbursement of up to USD 10,000 for online MBA programmes from universities of their choice, subject to successful completion. These initiatives strengthen leadership pipelines, enhance technical and managerial skills and support long-term career development.

Smart India Hackathon (SIH) – Knowledge Partner

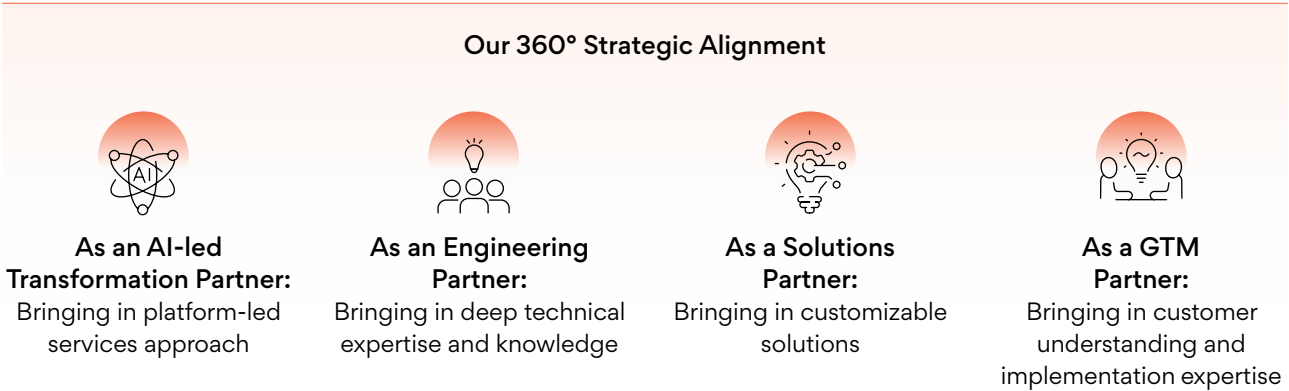
As a Knowledge Partner to the Ministry of Education's Innovation Cell and AICTE, the Company plays a strategic role in the Smart India Hackathon by evaluating innovative solutions proposed for problem statements from government ministries and departments. This national-level initiative enables employees across mid-management and senior leadership to mentor emerging innovators while contributing to India's socio-economic development. Participation is voluntary, reinforcing the Company's commitment to responsible citizenship and purpose-driven engagement.



Cumulative 24,500+ Partner Certifications

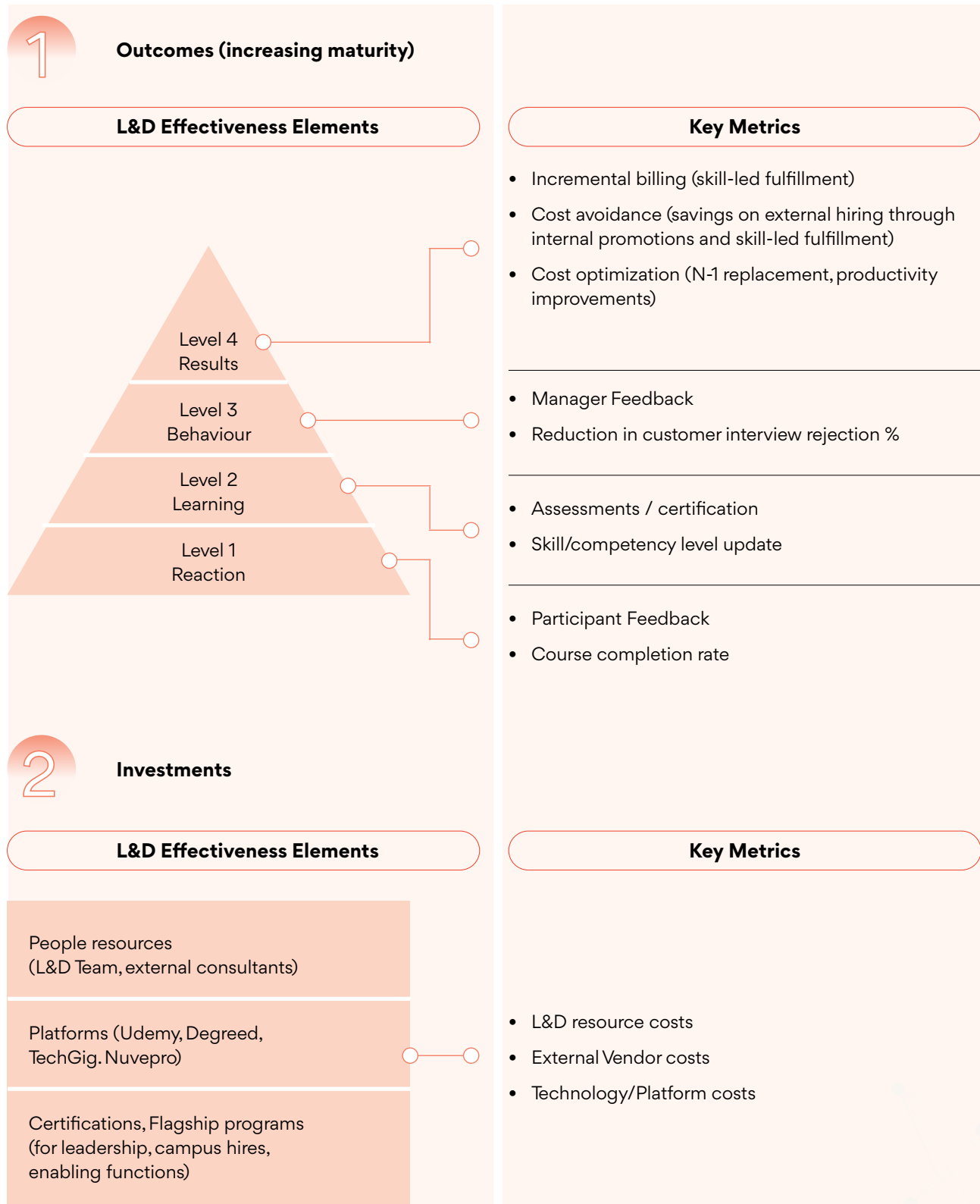
As of March 31, 2026 *Infrastructure, Data & AI, Digital & App Innovation, Security, Modern Work **IBM Badges

Certification pathways support both employee development and business capability. They strengthen employee credibility, enhance delivery readiness, improve customer acceptance in project deployment and help maintain strong technology partnerships.



Training Evaluation & Effectiveness

Our continuous learning and certification initiatives contribute to improved team capabilities and customer satisfaction, enable the maintenance of higher technology partnerships and support the delivery of specialized services. Internal and external certifications enhance employee credibility and customer acceptance during project deployment, while also supporting talent retention and attracting skilled professionals.





Tangible/Intangible outcomes include the impact of continuous learning and certification programmes on CSAT parameters and team competencies, as well as the ability to secure additional training-as-a-service opportunities as a value-added offering. These outcomes also reflect the ability to maintain higher partnership levels through advanced and specialization certifications, enhanced employee credibility driven by internal and external certifications leading to improved customer acceptance during deployment and strengthened capability to retain and attract high-quality talent.

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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