



Social Performance FY 2025-26



Social Performance FY2026

OHS Certification

100% of locations in India are certified to ISO 45001: 2018 covering 93% of the global facility area.

Diversity and Inclusion

27,502

Total headcount

64

Nationalities

29.63%

Women in workforce

12.51%

Women in leadership

0.21%

Persons with disabilities

2

Women Non-Executive Independent Directors

Employee Health and Safety

8.3 / 10

Employee Satisfaction Score (eNPS)

13.01%

Voluntary Turnover Rate

106,535

Participants took part in Well-being initiatives

Zero

Lost time injury frequency rate (LTIFR)

Zero

Accidents

577

Events around fitness, health, women in tech and work-life balance

Learning & Development and Human Rights

98%

FTE trained

106.8 hours

Average learning hours / FTE

13

Average learning days / FTE

63%

Positions filled internally

15.91%

Leadership positions filled internally

99.43%

Employees Trained on Human Rights & Environmental Health and Safety (EHS)

Sustainable Livelihood and CSR

INR 237.71 Mn

CSR spends

68,097

Lives impacted via CSR Direct beneficiaries

12

Locations in India

11,683

CSR/ISR Volunteering Hours

10,296

Total Volunteers

Persistent Foundation USA

Established in FY2025

Value Chain Sustainability

Value chain reporting

Process established in accordance with SEBI BRSR requirements

75%

Suppliers trained (by value of business done with such partners)

2%

Value chain partners assessed for environmental impacts (by value of business done with such partners)

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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