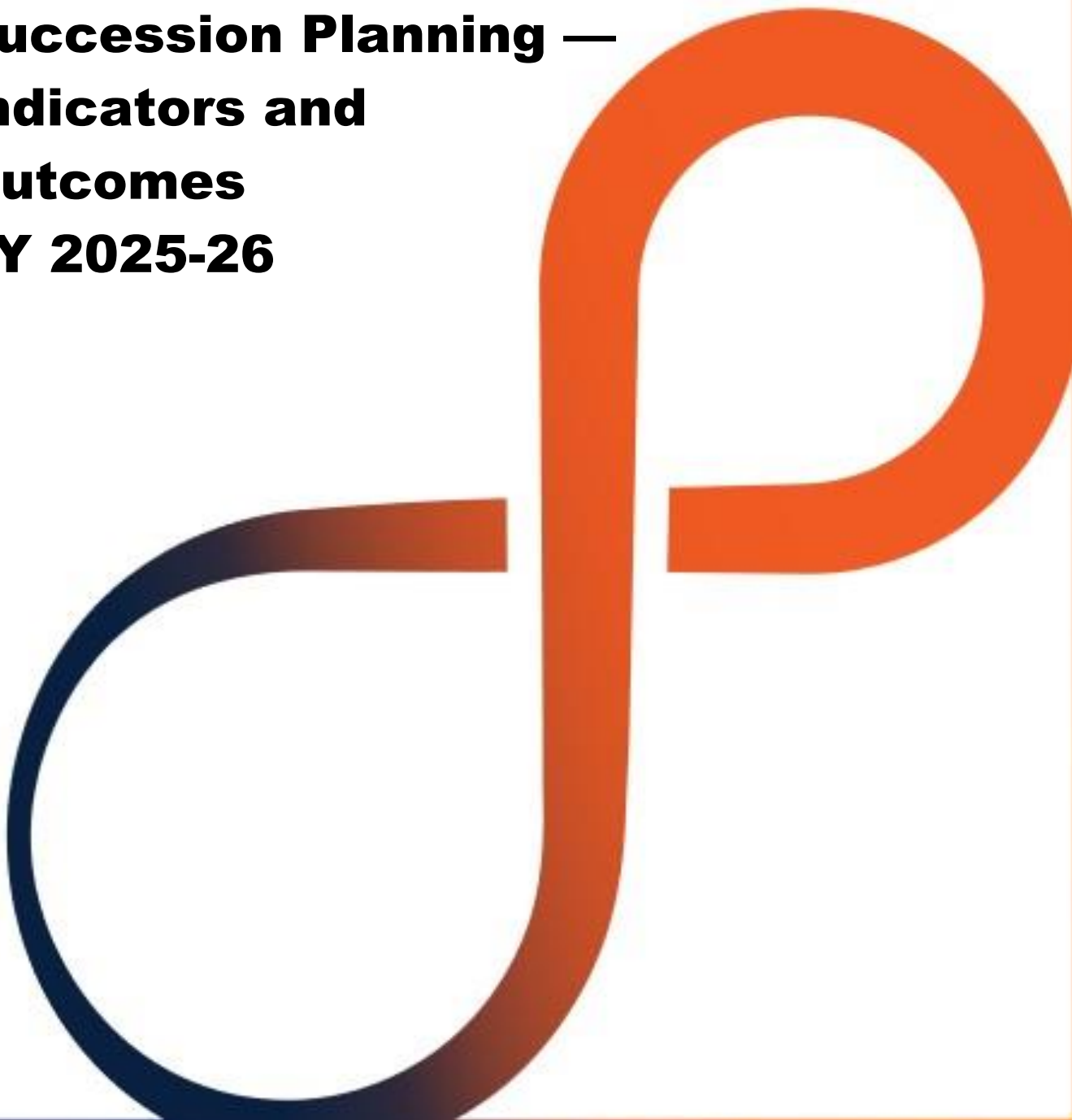




Succession Planning — Indicators and Outcomes FY 2025-26



Succession Planning — Indicators and Outcomes

Succession-readiness is reviewed periodically with senior leadership, with explicit emphasis on readiness for pivotal roles. Internal development (stretch assignments, leadership programmes and structured mentorship through JARVIS and PINNACLE) is combined with selective external hiring to sustain bench strength and diversity of experience. Effectiveness of the pipeline is monitored through the internal-fill rate for leadership-grade roles.



For Senior Management Succession planning refer to

Senior Management Personnel

Retrenchment Planning and Employee Support

Although Persistent Systems is a growth-orientated organisation and no material restructuring events occurred in FY2026, the Company maintains a defined approach to retrenchment planning and severance support in the event such measures become necessary.

Retrenchment Planning Framework

Where retrenchment is contemplated, the Company would:

1

Assess total direct costs and risks (severance, accrued leave, pension and gratuity obligations) and indirect costs and risks (employee morale, productivity, reputational impact and potential claims)

2

Consult external stakeholders where applicable (employee representatives, regulators, key clients) prior to final decisions

3

Apply documented selection criteria

4

Ensure that selection criteria are free from discrimination on any protected basis

Severance and Transition Support

Severance and transition support, in the event of retrenchment, would draw on the following measures (subject to local statutory requirements and case-specific assessment):

- Possibility of redeployment / transfer to other Persistent locations or business units
- Outplacement assistance to support job-search within the local community job-search training, including reskilling for adjacent sectors
- Financial counselling and / or supplementary financial support
- Assistance with accessing applicable government benefits
- Psychological counselling through the Employee Assistance programme
- Extensions of health-insurance cover for pregnant employees and employees with health conditions, where reasonable

Support for retained employees during periods of organisational change includes communication forums, manager-led one on one conversations, recognition initiatives and access to well-being and engagement resources, to maintain motivation and continuity.

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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