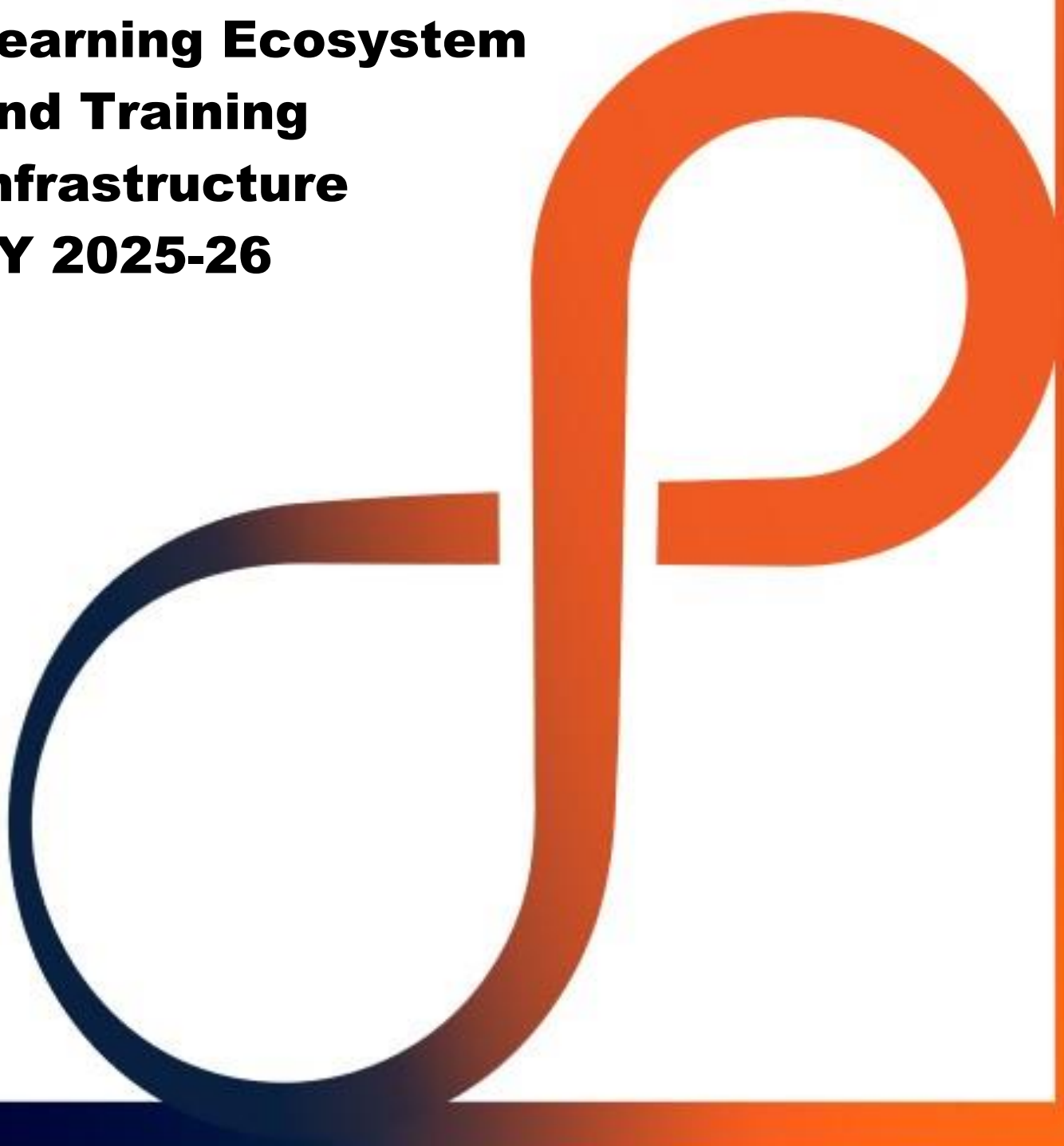
Persistent

Learning Ecosystem and Training Infrastructure FY 2025-26



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 Equips technical leads with the skills needed for architectural roles, with a focus on digital transformation and DevOps	Programmes designed to build project and programme management mindset and skills 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

GEMS

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

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

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 Learning Championship for Fresh Grads

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

Experiential Programmes for Team Success

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

We Are Persistent

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

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.

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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