

GOVERNANCE

ESG Governance

Persistent Systems is steadfastly committed to ESG goals and progress we make. We have meticulously integrated sustainability principles into the core tenets of our business practices. Through Persistent Foundation, we also support projects that help the environment and communities to flourish.

We foster strong relationships with all our stakeholders through well-defined processes. We actively champion global sustainability goals, rigorously tracking and improving on key environmental, social, and governance (ESG) metrics.



Long-term sustainability, strategy, and performance are spearheaded by our Board of Directors. They possess the necessary expertise in ESG, Sustainability, D&I, Climate Issues, Risk and Compliance. To translate this vision into action, we have a dedicated Stakeholder Relationship and ESG Committee that drives our sustainability agenda across the organization.

The Chairperson of the Committee is an Independent Director. The Committee meets twice a year. 2 (Two) meetings of the Committee were held during the Financial Year 2023-24.

Composition of the Stakeholders Relationship and ESG Committee of the Board of Directors as of March 31, 2024.

Composition of the Stakeholders Relationship and ESG Committee of the Board of Directors as of March 31, 2024

Name of the Director	Category
Arvind Goel ^{&}	Chairperson of the Committee and Independent Director
Dr. Anand Deshpande	Chairman and Managing Director
Sunil Sapre	Executive Director and Chief Financial Officer
Avani Davda	Independent Director
Prof. Deepak Phatak [©]	Independent Director

[&] Appointed as the Chairperson as on April 3, 2023

[©] Resigned as the member of the Committee as on July 19, 2023

Name of the Director	Stakeholders Relationship and ESG Committee Meeting attendance	
	April 25, 2023	October 18, 2023
Arvind Goel ^{&}	C	C
Dr. Anand Deshpande	Y	Y
Avani Davda	Y	Y
Sunil Sapre	Y	Y

[&] Appointed as the Chairperson as on April 3, 2023

C - Attended as Chairperson, Y - Attended as Committee Member

This committee is responsible for overseeing the Environmental, Social and Governance (ESG) initiatives at Persistent Systems including but not limited to:

- Setting the tone and reinforcing the culture within the Company regarding sustainability, promoting open discussion and integrating ESG strategy and its alignment with the Company's strategy and goals.

- Providing guidance and monitoring key environmental, social and governance issues such as climate-related risks (current and emerging) and opportunities, resource efficiency and circularity, responsible sourcing and value chain sustainability, labor practices and human rights, good governance practices and social responsibility.

- Endorsing the ESG vision and goals set out on an ongoing basis.

- Reviewing and monitoring ESG framework, the progress against the stated vision and goals, disclosures and reporting.

- Ensuring transparency and reporting on approach to ESG matters to employees, customers, suppliers, investors, communities and other stakeholders.

- Looking into material issues and areas of interest that are of importance to stakeholders.

All the regulatory requirements in respect of the Memorandum and Articles of Association, repeal, additions, alterations, substitution, modifications and variations thereto are made in accordance with the applicable provisions of the Companies Act, 2013 and the rules prescribed thereunder.