

Employee Benefits and Support Systems

Persistent prioritizes the well-being of all employees by offering comprehensive benefits to foster health and wellbeing. Employee benefits and support programs include medical and accident insurance, sabbatical leave, paid parental leave benefits such as maternity and paternity benefits for the primary care givers and non-primary care givers, and access to childcare or day-care facilities, lactation facilities/ mothers lounge sports and fitness arena, in-house gym, and occupational health centre. In situations involving the loss of loved ones, we provide paid compassionate leave beyond the standard allocation to support our associates during challenging times. Additionally, we offer dependent care leave, personal emergency leave, and the opportunity for employees to donate their leave to colleagues in need. We believe in supporting our employees at every stage of their lives, ensuring they feel valued and cared for as they balance work and personal responsibilities. These benefits reflect our commitment to creating a supportive and inclusive workplace environment where everyone can benefit. At Persistent, we have hybrid work environment allowing employees to work- from-home at least three days a week, flexible work hours and part-time working options. "My Life at Persistent" runs series of programs focusing on mental health, workplace stress management, sport, health and fitness activities, fun, art, social, CSR and employee engagement activities. The above benefits are offered as per the prevailing country regulations. We offer variable performance bonus (variable pay) to all levels of employees with a few exceptions and as per applicable norms for the respective geographies.

Parental Leaves

Persistent acknowledges the importance of family and offers paid parental leave with 100% coverage as per the country-specific statutory requirements. Our inclusive approach encompasses both maternity and paternity leaves, recognizing the shared responsibility of caregiving. We understand the significance of this time for new parents and strive to provide ample support and flexibility to ensure a smooth transition into parenthood. Employees can avail time off apart from statutory parental leaves. By prioritizing the well-being of our employees and their families, we foster a positive work-life balance and cultivate a culture of support and understanding.

Retirement Benefits

Persistent provides a range of retirement benefits to support the financial well-being of our employees. Our package includes essential components such as Provident Fund (PF), Gratuity, Superannuation, and participation in the National Pension Scheme (NPS). These offerings are designed to help employees build a strong financial foundation for their future post-retirement. The Provident Fund and Gratuity schemes ensure employees have a reliable source of savings, while the Employees' State Insurance provides healthcare benefits. Superannuation and National Pension Scheme contributions further enhance retirement savings, offering additional

security and peace of mind. By offering these comprehensive retirement benefits, we aim to empower our employees to plan for a comfortable and secure retirement. Minimum notice period for employees is determined by the employee contract. This information is also communicated in the country specific Employee manual.

Refer to ESG Factsheet for Employee Benefits