



Succession Planning



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Succession planning is critical to our overall business continuity. As part of this initiative focus is on creating appropriate leadership pipeline and having leaders ready to take over a particular role when needed.

As part of succession-planning program individuals with potential are identified and groomed to take higher roles. The leadership development effort uses one or more of tools to train and keep employee ready. This named list of individuals who can take potential key roles is kept handy. Where specific competencies are required, leadership hiring team recruits individual from outside to fill the gaps.

We have a dedicated leadership development function in the organization. They work closely with CEO, executive leadership, business leaders and HR business partner team to ensure the effectiveness of this initiative.

Succession planning for Senior Management

The Board reviews the NRC's updates on the performance of Key Managerial Personnel (KMPs) and Senior Management Personnel (SMPs). The Board also works with the NRC to evaluate potential successors to the CEO, CFO and other senior management.

With respect to regular succession planning exercise of the senior management, the Board evaluates internal as well as external candidates on need basis. To find external candidates, the Board seeks input from the members of the Board, senior management, and from reputed recruiting firms.

To develop internal candidates, the Company engages in a number of practices, formal and informal, designed to familiarize the Board with the available talent pool. The formal process involves a periodic talent review of the senior management at which the executive leadership assesses the most promising leaders. The executive leadership learns about each person's experience, skills, areas of expertise, accomplishments, and goals. In addition, the senior management is also invited for the business sessions in the Board meetings, and various strategy sessions organized at the Company. The purpose of the formal review and other interaction is to familiarize the executive leadership with the talent pool inside the Company from which the NRC/Board would be able to choose successors to the senior management and evaluate succession for other senior managers as necessary from time to time.

The complete list of Senior Management Personnel (SMP) of the company, including the changes therein since the close of the previous financial year is available at <https://www.persistent.com/wp-content/uploads/2024/06/list-of-senior-managerial-personnel.pdf>

About Persistent

With over 23,000 employees located in 21 countries, Persistent Systems (BSE & NSE: PERSISTENT) is a global services and solutions company delivering Digital Engineering and Enterprise Modernization. As a participant of the United Nations Global Compact, Persistent 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 268% growth since 2020, Persistent is the fastest-growing Indian IT Services brand according to Brand Finance.

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