July 8, 2026

BSE Limited
Corporate Service Department,
01st Floor, P. J. Towers,
Dalal Street,
Mumbai 400 001

National Stock Exchange of India Limited
Exchange Plaza, Bandra Kurla Complex,
Bandra (E),
Mumbai 400 051

Scrip Code: 504067

Symbol: ZENSARTECH

Sub.: Business Responsibility and Sustainability Reporting ("BRSR")

Dear Sir/Madam,

In compliance with Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, please find enclosed herewith the Business Responsibility and Sustainability Report ("BRSR") for the Financial Year 2025-26, along with an Independent Practitioners' Reasonable Assurance Report on the sustainability disclosures in the BRSR Core KPIs ('Statement'), issued by BSI Group India Pvt. Ltd. The BRSR and Statement both form an integral part of the Integrated Annual Report of the Company for the Financial Year 2025-26.

This is for your information and records.

Thanking you,

Yours sincerely,
For **Zensar Technologies Limited**

ANAND CHAMPALAL DAGA
Digitally signed by ANAND CHAMPALAL DAGA
Date: 2026.07.08 15:34:21 +05'30'

ZENSAR TECHNOLOGIES LTD.

Anand Daga
Company Secretary

Encl.: As above

CIN: L72200PN1963PLC012621
+(20) 6607 4000, 2700 4000
+(20) 6605 7888

www.zensar.com
investor@zensar.com

Zensar Technologies Limited, Zensar Knowledge Park, Plot No. 4, MIDC Kharadi, Off Nagar Road, Pune 411014

Annexure D to the Board Report

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING (BRSR)

Section A: General disclosures

I. Details of the listed entity

1.	Corporate Identity Number (CIN) of the Listed Entity	L72200PN1963PLC012621
2.	Name of the Entity	ZENSAR TECHNOLOGIES LIMITED
3.	Year of Incorporation	29/03/1963
4.	Registered office address	Zensar Knowledge Park, Kharadi, Plot No. 4, MIDC, Off Nagar Road, Pune, 411014, Maharashtra, India
5.	Corporate address	Zensar Knowledge Park, Kharadi, Plot No. 4, MIDC, Off Nagar Road, Pune, 411014, Maharashtra, India
6.	E-mail	CompanySecretarial@zensar.com
7.	Telephone	020-66057500
8.	Website	www.zensar.com
9.	Financial year for which reporting is being done	2025-26
10.	Name of the Stock Exchange(s) where shares are listed	National Stock Exchange of India Limited (NSE) and Bombay Stock Exchange Limited (BSE)
11.	Paid-up Capital	Rs. 454,988,908
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Ms. Vaishali Idnani Contact details: 020-66057746 Email: sustainability@zensar.com
13.	Reporting boundary Are the disclosures under this report made on a standalone basis (i.e., only for the entity) or on a consolidated basis (i.e., for the entity and all the entities which form a part of its consolidated financial statements, taken together).	Disclosures made in this report are on consolidated basis unless otherwise stated.
14.	Name of assessment or assurance provider	BSI Group India Pvt. Ltd.
15.	Type of assessment or assurance obtained	BRSR Core: Reasonable Assurance

II. Products/services

16. Details of business activities (accounting for 90% of the turnover):

SL. No.	Description of Main Activity	Description of Business Activity	% Of Turnover of the Entity (FY 2025-26)
1.	IT Services	The Company is engaged in providing a comprehensive range of Information Technology (IT) services and solutions. Its industry expertise spans Manufacturing, Retail, Telecom, Media, Banking & financial services, Insurance, Healthcare, Technology, and Telecommunications. During FY 2025-26, the Company generated revenue primarily from Cloud and Infrastructure services, Advance engineering services, Data & Analytics services, application management, maintenance of software and hardware systems, digital transformation services.	100%

17. Products/Services sold by the entity (accounting for 90% of the entity's Turnover)

SL. No.	Product/Service	NIC Code	% Of Total Turnover Contributed
1	Digital Application Services	62013	78.0%
2	Cloud Infrastructure and Security		22.0%

III. Operations

18. Number of locations where plants and/or operations/offices of the entity are situated:

Location	Number of plants	Number of offices	Total
National	-	7	7
International	-	25	25

19. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	5
International (No. of Countries)	17

b. What is the contribution of exports as a percentage of the total turnover of the entity?

88%

Note: The contribution provided is specific to Indian entity only.

c. A brief on types of customers

Zensar Technologies Limited serves a diversified global customer base comprising 178 clients across multiple geographies. The Company primarily works with large enterprises, including reputed Fortune 2000 organizations, across key industry verticals such as Banking and Financial Services, Insurance, Hi-Tech, Manufacturing, Retail, and Healthcare. These customers typically operate in complex and large-scale IT environments and seek specialized technology services to enhance customer experience, optimize operational efficiency, and drive digital transformation initiatives.

In addition to large enterprises, the Company also caters to mid-sized businesses requiring scalable and cost-effective IT solutions in areas such as application development and maintenance, infrastructure management, data analytics, and digital platforms.

The Company collaborates closely with technology-focused organizations, including Independent Software Vendors (ISVs), hyperscalers, and product development companies, to jointly develop and deliver innovative technology solutions and platforms. Zensar also serves public sector customers, including government and government-linked entities, by providing IT solutions and services aimed at improving operational efficiency, strengthening data security, and enhancing citizen services.

With a strong global delivery and sales presence, the Company serves customers across regions such as North America, Europe, and South Africa. Overall, Zensar's customer base is well diversified across industries, customer segments, and geographies, and the Company remains focused on understanding customers' evolving business needs and delivering tailored, value-driven IT solutions and services.

IV. Employees

20. Details as at the end of Financial Year:

i. Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
			Employees			
1.	Permanent (D)	10,066	7,030	69.84%	3,036	30.16%
2.	Other than Permanent (E)	713	552	77.42%	161	22.58%
3.	**Total employees (D + E)**	10,779	7,582	70.34%	3,197	29.66%
			Workers			
4.	Permanent (F)	Not Applicable				
5.	Other than Permanent (G)					
6.	**Total employees (F + G)**					

Note: Under contractual workers- the housekeeping, security and workers for construction expansion are not considered in relevant calculations

ii. Differently abled Employees and workers:

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
	Employees					
1.	Permanent (D)	32	27	84.38%	5	15.63%
2.	Other than Permanent (E)	0	0	0	0	0
3.	**Total employees (D + E)**	32	27	84.38%	5	15.63%

Note: The data provided pertains to Indian entity only and includes employees who have voluntarily disclosed their disabilities.

iii. Differently abled Workers:

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
	Workers					
1.	Permanent (D)	Not Applicable				
2.	Other than Permanent (E)					
3.	**Total employees (D + E)**					

21. Participation/Inclusion/Representation of women

Category	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	8	1	12.50%
Key Management Personnel (KMP)	3	-	-

Note: Key Managerial Personnel (KMP) includes the Managing Director (who also serves as CEO), Chief Financial Officer (CFO), and Company Secretary (CS). As the Managing Director & CEO is part of both the Board of Directors (BOD) and the KMP, the Managing Director & CEO is counted under both categories.

The Board of Directors details are as on March 31, 2026

One of the Independent Director, ceased to be a director from close of business hours on April 17, 2026

22. Turnover rate for permanent employees and workers

Category	FY 2025-26 (Turnover rate in current FY)			FY 2024-25 (Turnover rate in previous FY)			FY 2023-24 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	26.90%	26.60%	26.80%	24.40%	26.10%	24.90%	25%	24.10%	24.70%
Permanent Workers	Not Applicable								

Note: Turnover rate includes both voluntary and involuntary attrition.

V. Holding, Subsidiary and Associate Companies (including joint ventures)

23. (a) Names of holding / subsidiary / associate companies / joint ventures

S. No.	Name of the holding / subsidiary /associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1.	Zensar Technologies Inc, USA	Subsidiary	100	No
2.	Zensar Technologies (UK) Limited, United Kingdom	Subsidiary	100	No
3.	Zensar (Africa) Holdings Proprietary Limited, South Africa	Subsidiary	75	No
4.	Zensar (South Africa) Proprietary Limited, South Africa	Subsidiary	100	No
5.	Zensar Technologies (Singapore) Pte Limited, Singapore*	Subsidiary	100	No
6.	Foolproof Limited, United Kingdom	Subsidiary	100	No
7.	Keystone Logic Mexico, S. DE R.L. DE C.V, Mexico	Subsidiary	100	No
8.	Zensar Technologies Gmbh, Germany	Subsidiary	100	No
9.	Zensar Technologies (Canada) Inc., Canada	Subsidiary	100	No
10.	Zensar Information Technologies B.V., Netherlands	Subsidiary	100	No
11.	Zensar Colombia S A S, Colombia	Subsidiary	100	No
12.	M3BI LLC, USA	Subsidiary	100	No
13.	M3BI India Private Limited, India	Subsidiary	100	No
14.	BridgeView Life Sciences LLC, USA (Acquired on July 24, 2024)	Subsidiary	100	No
15.	Zensar Technologies doo Beograd, Serbia**	Subsidiary	100	No

**Foolproof (SG) Pte. Limited has been merged with Zensar Technologies (Singapore) Pte. Limited, w.e.f. April 1, 2024.*

***Zensar Technologies Doo Beograd, Serbia (w.e.f. 10.11.2025) is the new entity which is incorporated in Serbia, as wholly owned subsidiary of Zensar (UK).*

VI. Corporate Social Responsibility (CSR) Details

24. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No) – Yes

(ii) Turnover (in Rs.) – 27,388 Mn

(iii) Net worth (in Rs.) – 35,209 Mn

VII. Transparency and Disclosures Compliances

25. Complaints/Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct:

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2025-26			FY 2024-25		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes Grievance Redressal policy: https://www.zensar.com/assets/files/3stGi3yqIFbONzueh60PJv/Grievance_Redressal_Policy.pdf	0	0	-	0	0	-
Investors (other than shareholders)	Yes Grievance Redressal policy: https://www.zensar.com/assets/files/3stGi3yqIFbONzueh60PJv/Grievance_Redressal_Policy.pdf	0	0	-	0	0	-
Shareholders	Yes Grievance Redressal policy: https://www.zensar.com/assets/files/3stGi3yqIFbONzueh60PJv/Grievance_Redressal_Policy.pdf	10	0	-	6	0	-
Employees & workers	Yes Grievance Redressal policy: https://www.zensar.com/assets/files/3stGi3yqIFbONzueh60PJv/Grievance_Redressal_Policy.pdf	6	0	-	2	0	-
Customers	Yes Grievance Redressal policy: https://www.zensar.com/assets/files/3stGi3yqIFbONzueh60PJv/Grievance_Redressal_Policy.pdf	0	0	-	0	0	-
Value Chain Partners (Vendors)	Yes Grievance Redressal policy: https://www.zensar.com/assets/files/3stGi3yqIFbONzueh60PJv/Grievance_Redressal_Policy.pdf	0	0	-	0	0	-

26. Overview of the entity's material responsible business conduct issues

Please indicate material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same approach to adapt or mitigate the risk along-with its financial implications, as per the following format

Sr. No.	Material issues identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implication of the risk or opportunity (Indicate positive/ negative implications)
1.	Energy and Emission Management	Opportunity	Effective energy and emission management presents a strategic opportunity to enhance resource efficiency and optimization of costs, while minimizing environmental impact. The Company focuses on real-time monitoring of energy consumption and identifies opportunities to reduce energy wastage across operations. Efforts are also directed towards increasing the share of renewable energy in global electricity consumption to support emissions reduction. To embed responsible resource management across the organization, the Company actively engages employees and partners through communication, awareness initiatives, and collaborative solution development.	Not Applicable	**Positive:** Well-planned energy and emission management initiatives contribute to long-term cost efficiencies while strengthening operational sustainability. Reduced energy consumption through energy-efficient equipment, supportive policies, and sustainable practices helps optimize resource use and ensure regulatory compliance. These efforts also enhance the Company's market positioning by aligning with evolving client expectations on sustainability. Leveraging sustainability expertise in digital/IT solutions offerings enables the Company to support clients in their transition towards sustainable operations and reduced carbon footprints, creating long-term value for both the business and stakeholders.
2.	Water Management	Risk	Limited availability of water poses a significant risk to operational continuity, as water is essential for day-to-day functioning across facilities. Water scarcity can lead to disruptions in routine operations, reduced productivity, and increased dependency on external water sources. With changing climate patterns and increasing frequency of droughts, water stress is expected to intensify across several regions, heightening the risk to operations and surrounding communities.	The Company has implemented a comprehensive water management framework aimed at mitigating water scarcity–related risks and improving water resilience. Key initiatives include: Wastewater Treatment and Reuse: Operation of inhouse sewage treatment plants (STPs) that enable treated wastewater to be reused for flushing and gardening requirements. The STPs currently recycle ~90% of daily water consumption. Water Conservation Measures: Adoption of water-efficient practices such as groundwater recharge systems, drip irrigation, and sensor-based taps across facilities. Rainwater Harvesting: Deployment of rainwater harvesting structures and watershed development initiatives to reduce dependence on freshwater sources and enhance groundwater recharge	**Negative :** Disruptions in continuous water availability can adversely impact operations, productivity, and local communities, and may also result in regulatory scrutiny and associated financial implications in high water-stress areas. However, sustained investment in water conservation and efficiency initiatives helps improve resource efficiency, safeguard water availability, and build long-term operational resilience. During FY 2025-26, Zensar harvested and recharged 19,653 KL of water through its water conservation initiatives, including groundwater recharge pits at its owned facilities in Pune, supporting both operational continuity and community water security.

Sr. No.	Material issues identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implication of the risk or opportunity (Indicate positive/ negative implications)
3.	Waste Management	Opportunity	Zensar's business operations generate minimal waste, primarily comprising biodegradable, municipal solid, electronic, and hazardous waste streams. In line with regulatory requirements and the Company's commitment to minimizing environmental impact, a strong focus is placed on reducing waste generation and ensuring segregation at source. The waste management approach is anchored in the Reduce, Reuse, Recycle (3R) principle. All waste streams are systematically inventoried and responsibly handed over to authorized third-party agencies for recycling or scientific disposal, in compliance with applicable government norms. These practices present an opportunity to enhance resource efficiency and strengthen environmental stewardship.	Not Applicable	**Positive :** Efficient waste management and reduced waste generation contribute to lower operational costs through optimized resource use and disposal efficiencies. The Company remains committed to minimizing waste as part of its broader sustainability strategy, delivering both environmental benefits and long-term financial savings.
4.	Climate Change	Risk	As global climate change leads to harsh environmental impacts like temperature increase and unpredictable flooding, including in urban areas worldwide, Zensar acknowledges the potential vulnerability of its operations to extreme weather phenomena such as cyclones, heatwaves, and floods. While the current impact on Zensar's operational areas remains high, the probability of such occurrences remains at low level due to few premises being in harsh climate prone areas. However, with rapidly changing nature and unexpected impacts of these calamities, we continue to promote heightened awareness and preparedness measures within the organization.	The company has established a well-defined Crisis Management framework and Business Continuity policies and processes, ensuring that stakeholders are fully informed about the ownership, activities, and responsibilities to be undertaken during climate-related emergencies. Designated crisis managers, initiators, and monitors are appointed at both regional and functional levels to address anticipated as well as unforeseen crises. Zensar aims to achieve Net-Zero greenhouse gas emissions by 2045 and have got the emissions targets approved by SBTi for 1.5°C scenario alignment. We actively collaborate with prominent industry initiatives such as Transform to Net Zero and the World Economic Forum. With rising global temperatures, frequent heatwaves, and other climate-related risks could impact our operations with potential challenges, including higher costs due to employee health concerns, increased energy consumption, and greater reliance on HVAC systems. To address this, we are focused on expanding renewable energy generation to support growing energy needs while minimizing environmental impact.	**Negative:** On the downside, climate change presents the challenge of adhering to environmental standards and compliance requirements, elevating operating costs. Conversely, neglecting these standards can result in adverse incidents, potentially leading to financial losses, compromising employee well-being, and tarnishing the organization's reputation. From FY 2022-23, which is our baseline year, Zensar has reduced the scope 1+2 emission by 56.5% till FY 2025-26.

Sr. No.	Material issues identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implication of the risk or opportunity (Indicate positive/ negative implications)
5.	Customer Satisfaction	Risk and Opportunity	**Rationale for risk:** The customer plays a pivotal role as a major stakeholder and contributor to the economic growth of an organization. Failing to meet expected deliverables or address client centric issues within stipulated timeframes can adversely impact client satisfaction, leading to detrimental effects on both business outcomes and relationship continuity. **Rationale for Opportunity:** The rationale for identifying opportunities emphasizes the importance of customer satisfaction in driving repeat business, enhancing client retention, and expanding the client base. We drive value for our clients and foster growth by targeting key markets and industries with comprehensive digital transformation solutions.	The organization has deployed proactive measurement mechanisms to gauge customer satisfaction levels and collect feedback from various perspectives. This includes the establishment of a dedicated client feedback cell tasked with capturing and assessing satisfaction levels. Our primary emphasis is on cultivating enduring strategic partnerships with clients, addressing intricate business challenges and delivering measurable business value.	**Negative:** Dissatisfaction with Zensar's capability to deliver promised quality services can lead to loss of business opportunities. Major service delays can result in severe consequences like penalties and losing trust. **Positive:** The company's profitability is significantly influenced by high levels of customer satisfaction and loyalty, which leads to enhanced business prospects and growth opportunities. Our Annual Client Satisfaction Index is in Top Quartile (90th Percentile in the Industry)
6.	Employee Wellbeing	Risk and Opportunity	**Rationale for risk :** Failing to deliver exceptional employee experience could hinder Zensar's ability to attract, recruit, develop, engage, and retain top talent. The rapid pace of technological change necessitates a highly skilled workforce, yet talent shortages in the market pose a challenge to maintain competitiveness. High attrition rates not only disrupt project continuity but also increase recruitment costs, emphasizing the importance of a supportive and motivating work environment. Additionally, an inadequate focus on workplace safety and inclusivity can lower employee morale, reduce productivity, damage the company's reputation, and further impede talent acquisition and retention.	Zensar fosters skill development through comprehensive programs that cover technical expertise, industry insights, and emerging technology trends. Our wellness framework is built on four core pillars - physical, mental, financial, and social well-being, ensuring a holistic approach to employee health and satisfaction. To support continuous learning, we mandate individualized development action plans that enable personalized growth paths. Additionally, we have implemented an ISO 45001:2018-certified Occupational Health and Safety Management System. Aligned with our core values, our Environment, Health, and Safety (EHS) policy underscores our commitment to effectively managing these aspects across all locations.	**Negative:** A lack of diversity and inclusion can negatively affect the company's reputation as an employe and increase costs with limited opportunities in recruitment. The inclusive culture of a company plays a crucial role in attracting talent, particularly among younger generations. Without diversity and inclusion, potential employees may be discouraged from joining. Moreover, failing to incorporate diverse perspectives in the design process could miss the effective inclusiveness of the solutions, reducing their overall effectiveness.

Sr. No.	Material issues identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implication of the risk or opportunity (Indicate positive/ negative implications)
			Rationale for opportunity: Within the IT industry, employees play a significant role in guaranteeing the delivery of quality services to customers. They serve with best skills, agility, and innovation, thereby facilitating enhanced revenue generation and customer satisfaction. Prioritizing employee well-being fosters heightened employee engagement and productivity, leading to improved business outcomes.		**Positive:** Directing resources towards employee well-being results in notable financial benefits, such as elevated productivity, decreased healthcare expenditures, enhanced employee retention rates, heightened job satisfaction levels, and a positive employer brand. Our Happiness Survey score climbed to 88 in FY 2025-26, up from 83 a year ago.
7.	Data Security and Privacy	Risk	Safeguarding data security and privacy is critical to protecting the Company from potential financial losses, reputational damage, legal and regulatory liabilities, and erosion of trust among customers and stakeholders. Given the increasing reliance on digital systems and data-driven operations, cybersecurity threats continue to pose a material risk to business continuity and stakeholder confidence.	The Company has established a robust cybersecurity risk mitigation framework supported by industry-recognized monitoring, continuous testing mechanisms, and proactive threat identification processes. A comprehensive cybersecurity strategy-underpinned by well-defined policies, processes, and internal controls - enhances overall cyber resilience. Regular employee awareness programs, targeted training initiatives, and a structured consequence management framework further strengthen the security posture. Periodic internal and external reviews, vulnerability assessments, and audits are conducted to ensure ongoing effectiveness and regulatory compliance.	**Negative:** A decline in customer trust regarding Zensar's capability to safeguard customer's data, may lead to penalties directly impacting the bottom line, along with reputational repercussions. As a measure of Zensar's Cybersecurity effectiveness and actions, we continue to monitor BitSight rating and have been able to maintain it at advanced level throughout FY 2025-26
8.	Community Development	Opportunity	Community development empowers individuals and stimulates economic growth by bolstering local businesses and generating employment opportunities. Moreover, it addresses societal challenges, advocates for social justice, and enhances the well-being of marginalized communities by increasing access to essential services. It also addresses the issues of social polarization and cultural issues and corporates can help in mitigating them by promoting inclusivity and through community development initiatives. Community engagement in the areas of education, primary healthcare, disaster response has been an integral part of our approach.	Zensar, not being in manufacturing sector, does not have any negative impact on community for displacement or pollution etc. Our contribution to community initiatives is driven through CSR activities with the intent of giving back to society and developing society for better life.	**Positive:** The organization's CSR division is dedicated to implementing initiatives that promote community well-being, economic development, and educational advancement, with the aim of improving the financial and societal conditions of the communities it serves, hence actively contributing to elevating societal standards and fostering cohesive interdependence within the ecosystem. In FY 2025-26, Zensar invested INR 75.9 Mn for the initiatives of community development.

Sr. No.	Material issues identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implication of the risk or opportunity (Indicate positive/ negative implications)
9.	Talent and Skill Management	Opportunity	The Learning & Development Team at Zensar offers a comprehensive suite of technical and behavioral training programs aimed at enabling employees to continuously upskill and reskill in line with evolving business and industry requirements. By focusing on skill enhancement, career progression, and smooth career transitions, the Company fosters a culture of continuous learning and professional growth. Proactively addressing talent and skill requirements enables the Company to align its workforce and organizational culture with global trends, particularly those driven by digital transformation, innovation, and emerging technologies.	Not Applicable	**Positive :** Effective talent and skill management improves productivity, enhances innovation, and reduces employee turnover, leading to higher revenues and long-term cost efficiencies. A skilled, engaged, and future-ready workforce supports sustainable business growth and stronger financial performance. During FY 2025-26, the Company achieved an average of 105.4 hours of upskilling and reskilling per employee, reinforcing its commitment to continuous capability development.
10.	Diversity and Equal Opportunity	Opportunity	Fostering a diverse and inclusive workplace enables the Company to leverage a wide range of perspectives, experiences, and capabilities. The Company is committed to advancing equity, diversity, and inclusion, recognizing these as critical enablers of innovation, employee engagement, motivation, and sustainable business performance. A diverse and inclusive workforce enhances organizational effectiveness, supports better decision-making, strengthens reputation, and contributes to building a fairer and more inclusive society while reinforcing long-term business value.	Not Applicable	**Positive:** Workforce diversity - across gender, age groups, backgrounds, abilities, and experience drives innovation, improves employee engagement, and enhances overall productivity, ultimately supporting stronger business outcomes. Through focused diversity and inclusion initiatives, the Company achieved 30.2% gender diversity in permanent associates in FY 2025-26. reflecting continued progress toward a more inclusive and balanced workforce.

Sr. No.	Material issues identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implication of the risk or opportunity (Indicate positive/ negative implications)
11.	Supply Chain Management	Risk and Opportunity	**Rationale for Risk:** Disruptions in the supply chain pose significant risks to Zensar's service delivery, data security, and regulatory compliance. These risks may arise from vendor instability, cybersecurity vulnerabilities, evolving regulations, and geopolitical tensions. Sustainable supply chains are essential to further the Company's progress on its Net Zero goal. **Rationale for Opportunity:** Sustainable procurement enables Zensar to gain deeper insights into its ESG impact across the value chain. It presents an opportunity to drive long-term value by promoting responsible sourcing, strengthening partnerships with suppliers and clients, and enhancing supply chain transparency and governance.	Zensar follows a comprehensive strategy to improve supplier performance and strengthen sustainability practices. We have released Supplier Code of Conduct that upholds human rights, ensures ESG compliance, and promotes strong governance throughout the value chain. Zensar actively minimizes the risks linked to unsustainable practices within the supply chain through contractual compliances while also utilizing procurement as a key lever to foster sustainable, positive change.	**Negative:** Suppliers' failure to adapt to evolving sustainability expectations could disrupt the Company's operations, foster negative sentiment among stakeholders, including customers, and negatively affect business performance. **Positive:** Through responsible supply chain practices and contractual commitments from suppliers, Zensar plans to address disruptions caused by unforeseen circumstances. Moreover, Zensar's commitment to responsible sourcing practices strengthens its social and environmental impact.
12	Ethical governance and compliance	Risk & Opportunity	**Rationale for risk :** Noncompliance with ethical standards, laws, or regulatory requirements may expose the Company to legal penalties, reputational damage, operational disruptions, and potential erosion of stakeholder trust, which could adversely impact longterm business continuity. **Rationale for opportunity :** By fostering a strong culture of ethical conduct and compliance, the Company strengthens stakeholder trust and safeguards its brand and reputation. A proactive approach to ethical governance not only mitigates legal and operational risks but also enhances financial performance by preventing penalties, strengthening investor confidence, and supporting sustainable business growth.	Zensar has established a robust ethical governance framework supported by a comprehensive Code of Conduct enforced across all levels of the organization. Mandatory training programs on ethics, antibribery, and compliance are regularly conducted to reinforce ethical awareness. The Company has also instituted a whistleblower mechanism to enable early detection, reporting, and resolution of ethical or compliancerelated concerns, thereby strengthening transparency and accountability.	**Negative:** Failure to effectively manage ethics and compliance risks could result in regulatory fines, loss of licenses, reputational harm, and increased cost of capital. **Positive:** Strong ethical governance and compliance practices help avoid regulatory penalties, improve the bottom line, and enhance brand reputation. This, in turn, strengthens investor and customer confidence, supporting revenue growth and longterm market value creation.

Sr. No.	Material issues identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implication of the risk or opportunity (Indicate positive/ negative implications)
13	Opportunities in clean technology and green infrastructure	Opportunity	In response to growing customer awareness and accelerated action on climate change, Zensar recognizes significant opportunities to deliver technologyenabled solutions that support clients in meeting their sustainability and decarbonization goals. The adoption of clean technologies and green infrastructure not only addresses environmental priorities but also enables longterm cost efficiencies. Zensar has strengthened its operational sustainability through the deployment of energyefficient power management systems, including optimized lighting and HVAC solutions, alongside increased use of renewable energy. Responsible IT asset lifecycle management is embedded within operations, with all IT hardware disposed of through authorized recycling channels. Additionally, the hybrid work model - supported by advanced digital infrastructure - helps reduce transportationrelated emissions while enhancing workforce flexibility.	Not Applicable	**Positive:** Green IT practices promote environmentally responsible management across the entire lifecycle of hardware, from procurement to disposal, resulting in reduced environmental impact and operational efficiencies. Green IT services and lowcarbon digital solutions enhance organizational productivity while improving costeffectiveness for both Zensar and its clients. Adoption of modular office infrastructure and energyefficient systems contributes to lower energy consumption and longterm cost savings.
14	Human rights and grievances	Risk & Opportunity	**Rationale for risk :** Zensar operates across geographies with diverse labour standards and regulatory environments. Any noncompliance or violation of human rights within its own operations or across its value chain could expose the Company to legal liabilities, reputational damage, stakeholder backlash, and potential disruption to business operations. **Rationale for opportunity :** By embedding human rights principles such as nondiscrimination, fair wages, safe working conditions, and dignity at work into its people practices, Zensar strengthens its employee value proposition. A strong commitment to human rights enhances the Company's ability to attract and retain diverse talent in competitive markets, improves employee engagement, and drives higher workforce productivity.	Zensar has established comprehensive policies, including a Human Rights Policy, Prevention of Sexual Harassment (POSH) Policy, and AntiBribery and AntiCorruption Policy, to ensure compliance with applicable laws and ethical standards. The Company conducts regular training and awareness programs to help employees understand and adhere to these policies. Additionally, Zensar actively engages with stakeholders to understand their human rightsrelated concerns and expectations, ensuring that Company practices remain aligned with globally accepted values and standards.	**Negative:** Failure to manage human rights risks effectively may result in legal costs, reputational harm, and loss of investor confidence. **Positive:** Upholding human rights strengthens brand reputation, enhances employee engagement, and builds trust among clients, communities, and consumers, supporting longterm business sustainability.

Sr. No.	Material issues identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implication of the risk or opportunity (Indicate positive/ negative implications)
15	Risk management	Risk and Opportunity	**Rationale for risk :** Zensar operates in a dynamic and interconnected business environment where uncertainties arising from market volatility, technology disruptions, regulatory changes, cybersecurity threats, talent availability, and ESGrelated factors may impact business continuity, financial performance, and stakeholder confidence. Ineffective identification or management of such risks could lead to operational disruptions, financial losses, reputational harm, and strategic setbacks. **Rationale for opportunity :** A robust and proactive risk management framework enables Zensar to anticipate potential challenges, strengthen resilience, and make informed strategic decisions. Effective risk management supports business continuity, enhances stakeholder trust, improves capital allocation, and enables the Company to identify emerging opportunities while maintaining longterm sustainability and competitive advantage.	Zensar has established a structured Enterprise Risk Management (ERM) framework to systematically identify, assess, monitor, and mitigate key enterpriselevel risks. Risks are periodically reviewed across strategic, operational, financial, regulatory, technological, and ESG dimensions, with defined ownership and mitigation plans. The Company employs internal controls, policies, and governance mechanisms to manage risks, supported by regular monitoring, internal audits, and management reviews. Risk assessments are integrated into strategic planning and decisionmaking processes to ensure timely responses to emerging risks and evolving business conditions.	**Negative:** Failure to adequately manage enterprise risks may result in financial losses, business disruptions, regulatory noncompliance, increased cost of capital, and reputational damage, adversely impacting overall financial performance. **Positive:** An effective risk management framework enhances financial stability by minimizing potential losses, avoiding regulatory penalties, improving operational efficiency, and supporting informed investment and growth decisions. Strong risk governance also strengthens investor confidence and longterm value creation.
16	Innovation and digital transformation	Risk & Opportunity	**Rationale for risk :** In the rapidly evolving technology and business landscape, failure to keep pace with innovation may impact competitiveness, relevance, and longterm growth. Continuous innovation requires sustained investments in emerging technologies, talent, and infrastructure, and any gap in timely adoption could expose the Company to operational and market risks. **Rationale for opportunity :** The emergence of new digital technologies presents significant opportunities for Zensar to evolve its business offerings, enhance value creation, and expand its presence in highgrowth technology segments. Strategic adoption of innovation enables the Company to strengthen its market positioning, deliver differentiated solutions, and address evolving client needs across industries.	Zensar has accelerated its strategic focus on highgrowth areas such as artificial intelligence (AI), data analytics, and cloudled digital offerings. The Company continues to prioritize service lines with stronger growth potential and value realization. To ensure effective deployment and commercialization of disruptive technologies, Zensar has adopted industryspecific performance metrics to track integration, adoption, and monetization outcomes, enabling informed decisionmaking and sustained innovation momentum.	**Negative :** High upfront investments, rapid technology obsolescence, or slowerthanexpected adoption of new digital offerings may impact shortterm profitability. Inadequate execution or delayed returns on innovation initiatives could also increase cost pressures and affect financial performance. Preservation of information integrity and accountability towards environment and community are major focus points for AI. **Positive :** Innovationled initiatives improve operational efficiency, reduce costs, and support the development of differentiated digital solutions. These offerings help attract new clients, strengthen existing relationships, and enhance revenue growth and market share.

Section B: Management and process disclosures

This section is aimed at helping business demonstrate the structures, policies and processes put in place towards adopting the NGRBC Principles and Core Elements.

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Policy and management processes									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c. Web Link of the Policies, if available									

P1	RPG's Code of Conduct: https://www.zensar.com/assets/files/7tTHRteZChimSWUcYyopHD/Zensar-RPG-Code-of-Corporate-Governance-Ethics-India.pdf
	Code of Conduct for Board and Senior Management: https://www.zensar.com/assets/files/6JQ1yRnsrdALofJillRyJt/COC-for-Board-members-and-senior-management.pdf
	Code of Fair Disclosure, Internal Procedures and Conduct for Regulating, Monitoring and Reporting of trading by designated persons, and legitimate purpose policy: https://www.zensar.com/assets/files/3VsZbzDEjEs6AJVE7uUMvr/Code-of-Fair-Disclosure-and-Code-of-Conduct.pdf
	Archival Policy: https://www.zensar.com/assets/files/3qszZwD4x6iyMg0SHbRYNT/Archival-Policy-14042025.pdf
	Dividend Distribution Policy: https://www.zensar.com/assets/files/59zG9U6mka5kRVnq01EYol/Dividend-Distribution-Policy.pdf
	Familiarization Programmes for Independent Director: https://www.zensar.com/assets/files/5hywMxQww0CBKoUPDYtr43/FamiliarisationSheet-programmes.pdf
	Policy on Material Subsidiaries: https://www.zensar.com/assets/files/3eXYFJNTJiWNwcvrpjAHP3/Policy-of-determining-Material-Subsidiaries.pdf
	Policy for Preservation of Documents: https://www.zensar.com/assets/files/64BWnEsNddcsMO2DF20Re0/Policy-for-preservation-of-documents.pdf
	Policy on determining materiality of events: https://www.zensar.com/assets/files/4KhOv28Bf8uwGWL6tgyo7i/policy-on-determination.pdf
	Policy on Related Party Transactions: https://www.zensar.com/assets/files/5drDzvyXRMMhoP3M3SjYsD/Policy-on-Related-Party-Transaction-14042025.pdf
	Risk Management Policy: https://www.zensar.com/assets/files/5CGxyVXjBALgvEPSOmimqY/Risk-Management-Policy.pdf
	Terms and Conditions for Appointment of Independent Directors: https://www.zensar.com/assets/files/4pJwMgouyzXAfK0OleitAx/Terms-and-conditions-for-appointment-of-ID-14042025.pdf
	Zensar Tax Strategy: https://www.zensar.com/assets/files/3z68uhRU1VJgOF0LCS4Liz/Zensar-tax-strategy.pdf
	Nomination and Remuneration Policy: https://www.zensar.com/assets/files/1ftt6AWVwJM3z068ohdceo/NRC-Policy-28042025.pdf
	Whistleblower and Vigil Mechanism Policy: https://www.zensar.com/assets/files/m0Zu2wEWx2xnPo1XwiaSs/Whistle_Blower_Policy_and_vigil_mechanism.pdf
	Board Diversity Policy (Part of Nomination and Remuneration Policy): https://www.zensar.com/assets/files/1ftt6AWVwJM3z068ohdceo/NRC-Policy-28042025.pdf
	Freedom of Association and Collective Bargaining (Part of Human rights policy): https://www.zensar.com/assets/files/1rkk2qHvugsEBDSNcZTbpK/human-rights-policy.pdf
	Anti-Bribery and Anti-Corruption Policy: https://www.zensar.com/assets/files/4o3iL3qn8dW1MkroqNZPHE/Anti-Bribery-Policy.pdf
	Anti-Fraud Policy: https://www.zensar.com/assets/files/56NZbUPu1ZBJ3aZWywVWb5/Anti-Fraud-Policy.pdf
	Responsible Gifting Policy: https://www.zensar.com/assets/files/2HeyNq9XtZSvDP14zpDGbn/Responsible-Gifting-Policy.pdf

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
P2	Environment and Energy Policy and Objectives: https://www.zensar.com/assets/files/cq5Ei5cxZ1XHiKebQcrcs/corporate-governance-policy-of-environment-energy.pdf								
	Water Management Policy and Objectives: https://www.zensar.com/assets/files/3PpVqtULdjT9dkCUjNNmMJ/corporate-governance-policy-of-water-management.pdf								
	Waste Management Policy and Objectives: https://www.zensar.com/assets/files/1kQeTL5EbOw7WBmbGu1ynO/corporate-governance-policy-of-waste-management.pdf								
	Health and Safety Policy and Objectives: https://www.zensar.com/assets/files/5LWrYjaZQbR9rumWeBoOb2/corporate-governance-policy-health-and-safety.pdf								
	Sustainable Procurement Policy: https://www.zensar.com/assets/files/ROXLwMEn0iJOEwN8n4eXd/Sustainable-Procurement-Policy.pdf								
	Supplier Code of Conduct: https://www.zensar.com/assets/files/3phTbY4Vt4WWK7sJJppG78/Supplier-Code-of-Conduct.pdf								
	RPG's Code of Conduct: https://www.zensar.com/assets/files/7tTHRteZChimSWUcYyopHD/Zensar-RPG-Code-of-Corporate-Governance-Ethics-India.pdf								
	Sustainability Policy: https://www.zensar.com/assets/files/61zL7XimDq7KflUHViBwaJ/Sustainability-Policy.pdf								
P3	RPG's Code of Conduct: https://www.zensar.com/assets/files/7tTHRteZChimSWUcYyopHD/Zensar-RPG-Code-of-Corporate-Governance-Ethics-India.pdf								
	Human Rights Policy: https://www.zensar.com/assets/files/1rkk2qHvugsEBDSNcZTbpK/human-rights-policy.pdf								
	Whistleblower and Vigil Mechanism Policy: https://www.zensar.com/assets/files/m0Zu2wEWx2xnPo1XwiaSs/Whistle_Blower_Policy_and_vigil_mechanism.pdf								
	Nomination and Remuneration Policy: https://www.zensar.com/assets/files/1ftt6AWVwJM3z068ohdceo/NRC-Policy-28042025.pdf								
	Equal Opportunity Policy (Section in Human Rights Policy): https://www.zensar.com/assets/files/1rkk2qHvugsEBDSNcZTbpK/human-rights-policy.pdf								
	Supplier Code of Conduct: https://www.zensar.com/assets/files/3phTbY4Vt4WWK7sJJppG78/Supplier-Code-of-Conduct.pdf								
	Zensar Tax Strategy: https://www.zensar.com/assets/files/3z68uhRU1VJgOF0LCS4Liz/Zensar-tax-strategy.pdf								
	Grievance Redressal Policy: https://www.zensar.com/assets/files/3stGi3yqIFbONzueh60PJv/Grievance_Redressal_Policy.pdf								
	Environment and Energy Policy and Objectives: https://www.zensar.com/assets/files/cq5Ei5cxZ1XHiKebQcrcs/corporate-governance-policy-of-environment-energy.pdf								
	Water Management Policy and Objectives: https://www.zensar.com/assets/files/3PpVqtULdjT9dkCUjNNmMJ/corporate-governance-policy-of-water-management.pdf								
	Waste Management Policy and Objectives: https://www.zensar.com/assets/files/1kQeTL5EbOw7WBmbGu1ynO/corporate-governance-policy-of-waste-management.pdf								
	Health and Safety Policy and Objectives: https://www.zensar.com/assets/files/5LWrYjaZQbR9rumWeBoOb2/corporate-governance-policy-health-and-safety.pdf								
	Diversity, Equity, and Inclusion Policy: https://www.zensar.com/assets/files/3AYvh7VzTU3WYPJw4ElON9/DEI-policy.pdf								
	Anti-Bribery and Anti-Corruption Policy: https://www.zensar.com/assets/files/4o3iL3qn8dW1MkroqNZPHE/Anti-Bribery-Policy.pdf								
	Anti-Fraud Policy: https://www.zensar.com/assets/files/56NZbUPu1ZBJ3aZWywVWb5/Anti-Fraud-Policy.pdf								
	Responsible Gifting Policy: https://www.zensar.com/assets/files/2HeyNq9XtZSvDP14zpDGbn/Responsible-Gifting-Policy.pdf								
	Prevention of Sexual Harassment Policy: https://www.zensar.com/assets/files/1eiZe4smsbtOI8744sMxxl/Zensar-POSH-Policy.pdf								
	On Intranet: Certification Reimbursement Policy								
	On Intranet: Global Rewards & Recognition Policy								
	On Intranet: Patent Incentive Policy								
	On Intranet: Zensar Annual Variable Pay Policy								
	On Intranet: Zensar Associate Rotation Policy								

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
P4	CSR Policy: https://www.zensar.com/assets/files/6DISicjgWRw5B4HbBrhE41/CSR-Policy-14042025.pdf								
	RPG's Code of Conduct: https://www.zensar.com/assets/files/7tTHRteZChimSWUcYyopHD/Zensar-RPG-Code-of-Corporate-Governance-Ethics-India.pdf								
	Stakeholder Engagement Policy: https://www.zensar.com/assets/files/5kcMJMV05h8Tle5efCVqG8/Stakeholder_Engagement_Policy.pdf								
	Investor Grievance Redressal Policy: https://www.zensar.com/assets/files/6duyHeeXAkX0GkfHeN6uGq/Investor-Grievance-Redressal-Policy-14042025.pdf								
	Grievance Redressal Policy: https://www.zensar.com/assets/files/3stGi3yqIFbONzueh60PJv/Grievance_Redressal_Policy.pdf								
	Supplier Code of Conduct: https://www.zensar.com/assets/files/3phTbY4Vt4WWK7sJJppG78/Supplier-Code-of-Conduct.pdf								
	Whistleblower and Vigil Mechanism Policy: https://www.zensar.com/assets/files/m0Zu2wEWx2xnPo1XwiaSs/Whistle_Blower_Policy_and_vigil_mechanism.pdf								
P5	RPG's Code of Conduct: https://www.zensar.com/assets/files/7tTHRteZChimSWUcYyopHD/Zensar-RPG-Code-of-Corporate-Governance-Ethics-India.pdf								
	Human Rights Policy: https://www.zensar.com/assets/files/1rkk2qHvugsEBDSNcZTbpK/human-rights-policy.pdf								
	Whistleblower and Vigil Mechanism Policy: https://www.zensar.com/assets/files/m0Zu2wEWx2xnPo1XwiaSs/Whistle_Blower_Policy_and_vigil_mechanism.pdf								
	Grievance Redressal Policy: https://www.zensar.com/assets/files/3stGi3yqIFbONzueh60PJv/Grievance_Redressal_Policy.pdf								
	Supplier Code of Conduct: https://www.zensar.com/assets/files/3phTbY4Vt4WWK7sJJppG78/Supplier-Code-of-Conduct.pdf								
	Diversity, Equity, and Inclusion Policy: https://www.zensar.com/assets/files/3AYvh7VzTU3WYPJw4ElON9/DEI-policy.pdf								
	Equal Opportunity Policy (Section in Human Rights Policy): https://www.zensar.com/assets/files/1rkk2qHvugsEBDSNcZTbpK/human-rights-policy.pdf								
	Anti-Bribery and Anti-Corruption Policy: https://www.zensar.com/assets/files/4o3iL3qn8dW1MkroqNZPHE/Anti-Bribery-Policy.pdf								
	Anti-Fraud Policy: https://www.zensar.com/assets/files/56NZbUPu1ZBJ3aZWywVWb5/Anti-Fraud-Policy.pdf								
	Responsible Gifting Policy: https://www.zensar.com/assets/files/2HeyNq9XtZSvDP14zpDGbn/Responsible-Gifting-Policy.pdf								
	Prevention of Sexual Harassment Polcy: https://www.zensar.com/assets/files/1eiZe4smsbtOI8744sMxxl/Zensar-POSH-Policy.pdf								
	On Intranet: Certification Reimbursement Policy								
	On Intranet: Global Rewards & Recognition Policy								
	On Intranet: Patent Incentive Policy								
	On Intranet: Zensar Annual Variable Pay Policy								
	On Intranet: Zensar Associate Rotation Policy								
P6	Sustainability Policy: https://www.zensar.com/assets/files/61zL7XimDq7KflUHViBwaJ/Sustainability-Policy.pdf								
	Environment and Energy Policy and Objectives: https://www.zensar.com/assets/files/cq5Ei5cxZ1XHiKebQcrcs/corporate-governance-policy-of-environment-energy.pdf								
	Water Management Policy and Objectives: https://www.zensar.com/assets/files/3PpVqtULdjT9dkCUjNNmMJ/corporate-governance-policy-of-water-management.pdf								
	Waste Management Policy and Objectives: https://www.zensar.com/assets/files/1kQeTL5EbOw7WBmbGu1ynO/corporate-governance-policy-of-waste-management.pdf								
	Health and Safety Policy and Objectives: https://www.zensar.com/assets/files/5LWrYjaZQbR9rumWeBoOb2/corporate-governance-policy-health-and-safety.pdf								
	Supplier Code of Conduct: https://www.zensar.com/assets/files/3phTbY4Vt4WWK7sJJppG78/Supplier-Code-of-Conduct.pdf								
	Sustainable Procurement Policy: https://www.zensar.com/assets/files/R0XLwMEn0iJ0EwN8n4eXd/Sustainable-Procurement-Policy.pdf								
	On Intranet: Business Continuity & Disaster Management plan								
	On Intranet: Crisis Management Plan								

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
P7	RPG's Code of Conduct: https://www.zensar.com/assets/files/7tTHRteZChimSWUcYyopHD/Zensar-RPG-Code-of-Corporate-Governance-Ethics-India.pdf								
	Stakeholder Engagement Policy: https://www.zensar.com/assets/files/5kcMJMV05h8Tle5efCVqG8/Stakeholder_Engagement_Policy.pdf								
	Supplier Code of Conduct: https://www.zensar.com/assets/files/3phTbY4Vt4WWK7sJJppG78/Supplier-Code-of-Conduct.pdf								
P8	CSR Policy: https://www.zensar.com/assets/files/6DISicjgWRw5B4HbBrhE41/CSR-Policy-14042025.pdf								
	Diversity, Equity, and Inclusion Policy: https://www.zensar.com/assets/files/3AYvh7VzTU3WYPJw4ElON9/DEI-policy.pdf								
	RPG's Code of Conduct: https://www.zensar.com/assets/files/7tTHRteZChimSWUcYyopHD/Zensar-RPG-Code-of-Corporate-Governance-Ethics-India.pdf								
	Nomination and Remuneration Policy: https://www.zensar.com/assets/files/1ftt6AWVwJM3z068ohdceo/NRC-Policy-28042025.pdf								
	Supplier Code of Conduct: https://www.zensar.com/assets/files/3phTbY4Vt4WWK7sJJppG78/Supplier-Code-of-Conduct.pdf								
	Sustainability Policy: https://www.zensar.com/assets/files/61zL7XimDq7KflUHViBwaJ/Sustainability-Policy.pdf								
	Grievance Redressal Policy: https://www.zensar.com/assets/files/3stGi3yqIFbONzueh60PJv/Grievance_Redressal_Policy.pdf								
P9	Information Security Management System Policy: https://www.zensar.com/assets/files/2wzXTX1XoNyhFed8mCpk5G/ISMS-Policy-V1.0.pdf								
	RPG's Code of Conduct: https://www.zensar.com/assets/files/7tTHRteZChimSWUcYyopHD/Zensar-RPG-Code-of-Corporate-Governance-Ethics-India.pdf								
	Data Privacy policy: https://www.zensar.com/assets/files/77mFJHTB167DyWnmEhxyzp/Zensar-Data-Privacy-Policy-V2.0.pdf								
	Grievance Redressal Policy: https://www.zensar.com/assets/files/3stGi3yqIFbONzueh60PJv/Grievance_Redressal_Policy.pdf								
	Stakeholder Engagement Policy: https://www.zensar.com/assets/files/5kcMJMV05h8Tle5efCVqG8/Stakeholder_Engagement_Policy.pdf								
	On Intranet: Business Continuity Planning Policy and Strategy @ Zensar								
	On Intranet: Cloud Security Policy								
	On Intranet: Cryptographic Policy								
	On Intranet: Data Destruction Policy								
	On Intranet: Data Loss Preventions Policy								
	On Intranet: Desktop and Laptop Security Policy								
	On Intranet: DMZ Policy								
	On Intranet: Document Classification Policy								
	On Intranet: Door Access Control Policy								
	On Intranet: E-mail Security Policy								
	On Intranet: Firewall Security Policy								
	On Intranet: Information Backup Policy								
	On Intranet: InfoSec Do's and Don'ts Policy								
	On Intranet: Intellectual Property Rights Policy								
	On Intranet: Internet Usage Policy for Vendors								
	On Intranet: Intrusion Detection and Prevention Policy								
	On Intranet: Malicious Code Attack Prevention and Response Policy								
	On Intranet: Mobile Equipment Security Policy								
	On Intranet: Network Security Policy								
	On Intranet: Password Policy								

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
	On Intranet: Patch Management Policy On Intranet: Physical Security Policy - InfoSec On Intranet: Remote Access Policy On Intranet: Router Security Policy On Intranet: Security Awareness Training Policy On Intranet: Server Security Policy On Intranet: Social media Policy: Infosec On Intranet: Software Compliance Policy On Intranet: Supplier Security Policy On Intranet: Teleworking Policy On Intranet: Virtual Private Network Policy On Intranet: Vulnerability Assessment and Penetration Testing Policy On Intranet: Web Application Firewall Policy On Intranet: Wi-Fi Security Policy								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
4. Name of the national and international codes/ certifications/ labels/ standards (e.g., Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g., SA 8000, OHSAS, ISO, BIS) mapped to each principle.	• ISO 9001:2015 Quality Management System Standard • ISO 45001:2018 Health and Safety Management System Standard (OHSAS) • ISO 14001:2015 Environment Management System Standard • ISO 50001:2018 Energy Management System Standard • ISO 22301:2019 Business Continuity Management System Standard • ISO 20000-1:2018 Service Management System Standard • ISO 27001:2022 Information Security Management System								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	**Environment:** • Net-zero: Net-zero across the value chain by FY 2044-45. • Emissions reduction: o Reduce absolute Scope 1+2 and 3 GHG emissions by 37.8% by FY 2029-30 (as compared to FY 2022-23 base year) o Reduce absolute scope 1+2 and 3 GHG emissions up to 90% by FY 2044-45 from FY 2022-23 base year. • Renewable energy: Percentage of renewable energy share globally by FY 2029-30 - 70% • Energy Efficiency: Sustain 50% Reduction in energy consumption by FY 2029-30 compared to FY 2018-19 for India locations • Sustainable Supply Chain: Assess all suppliers based on sustainable procurement criteria by FY 2029-30 • Water and Waste management: o Retain the water positivity status for owned premises in India year-on-year o Achieve zero waste to landfills milestone for owned premises in India in FY 2026-27. **Social:** • Community Outreach: Reaching 2,25,000 lives through community development initiatives by FY 2029-30 • Employee Wellbeing: Sustain Happiness index at 82 or higher year-on-year • Gender Diversity: Maintain a gender-balanced workplace with 35% women employees by FY 2029-30 • Employee Engagement: Maintain an annual average of 80 or more hours for skill development per employee by FY 2029-30.								

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
6. Performance of the entity against specific commitments, goals, and targets along with reasons in case the same are not met.	**Environment:** • Emission reduction: o 56.5% reduction in Scope 1 + 2 emissions in FY 2025-26 compared to FY 2022-23 (Base year). o 33.8% reduction in Scope 3 emissions in FY 2025-26 compared to FY 2022-23 (Base year). • Energy Efficiency & Emissions: Percentage of renewable energy share in FY 2025-26 – 60.2% • Water Management: Maintained water positivity status in FY 2025-26 for owned premises • Sustainable Supply Chain: ESG assessment of 94% of class A suppliers **Social:** • Community Outreach: 173,796 lives impacted through community development initiatives till FY 2025-26 from base year FY 2020-21 • Employee Wellbeing: Happiness index for FY 2025-26 – 88 • Gender Diversity: 30.2% in FY 2025-26 in permanent employees • Employee Engagement: Achieved an annual average of 105.4 hours of reskilling/ upskilling per employee.								

Governance, leadership and oversight

7. Statement by director responsible for the business responsibility report, highlights ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)

Zensar remains committed to building a responsible and resilient organization that creates long-term value for shareholders, clients, communities, and the planet. Guided by our Environmental, Social, and Governance (ESG) framework, we continue to translate intent into measurable impact.

On the environmental front, we accelerated the adoption of renewable energy, exceeding our annual target with a 60.2% green energy share, while continuing to optimize energy efficiency across our global operations. Our progress was externally recognized: Zensar was named an Industry Mover in the S&P Global Corporate Sustainability Assessment, and we secured the IGBC Green Campus Certification, a strong endorsement of our sustainable infrastructure and responsible facilities management.

Equally, we will continue to invest in our people-first culture and our ESG agenda, recognizing that our people and the communities we serve are foundational to long-term value creation.

8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy/ policies.

Mr. Manish Tandon

Designation: CEO & MD

9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.

Yes. The Sustainability and Corporate Social Responsibility (SCSR) Committee constituted by the Board of Directors strengthens the Company's focus on its ESG and sustainability agenda. The Committee is, inter alia, entrusted with the following responsibilities:

1. To formulate and recommend to the Board, a CSR Policy, inter alia a statement containing the approach and direction given by the Board, and includes guiding principles for selection, implementation, and monitoring of CSR activities as well as formulation of the Annual Action Plan.
2. To recommend to the Board an Annual Action Plan in accordance with the Companies (Corporate Social Responsibility Policy) Rules, 2014, as amended, inter-alia including the amount of expenditure to be incurred on CSR activities, list of projects to be undertaken within the purview of Schedule VII to the Companies Act, 2013, manner of execution of such projects, modalities of fund utilization, project implementation schedules, monitoring and reporting mechanism etc.

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
3. To review the CSR policy of the Company from time to time;									
4. To formulate and recommend to the Board, a Sustainability Policy inter alia covering Environment, Social and Governance (ESG) principles and to recommend appropriate changes / modifications to the policy, from time to time;									
5. To review performance on Sustainability goals, targets and strategy and provide guidance to achieve the same;									
6. To review and recommend Sustainability Report to the Board;									
7. Carry out all the functions as may be entrusted (i) by the Board of Directors, from time to time; and (ii) by the virtue of applicable provisions of the Companies Act, 2013 and any other applicable provisions of Laws, as amended from time to time									

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/Any other Committee									Frequency (Annually/Half yearly/Quarterly/ Any other– please specify)								
	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Performance against above policies and follow up action	Yes, Business responsibility and sustainability policies (including amendments) of the Company are reviewed by department/division heads as per the review frequency mentioned in the policies, business heads and the Managing Director. During these assessments, the efficacy of the company policies is reviewed and adequate changes to policies, procedures and internal controls are also implemented.																	
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	The Company complies with the existing regulations as applicable. There have been no instances of non-compliance.																	

	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide the name of the agency.	No								

12. If answer to question (1) above is "No" i.e. not all Principles are covered by a policy, reasons to be stated:

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
1. The entity does not consider the Principles material to its business (Yes/No)	Not Applicable								
2. The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
3. The entity does not have the financial or/ human and technical resources available for the task (Yes/No)									
4. It is planned to be done in the next financial year (Yes/No)									
5. Any other reason (please specify)									

Section C: Principle wise performance disclosure

This section is aimed at helping entities demonstrate their performance in integrating the Principles and Core Elements with key processes and decisions. The information sought is categorized as "Essential" and "Leadership". While the essential indicators are expected to be disclosed by every entity that is mandated to file this report, the leadership indicators may be voluntarily disclosed by entities which aspire to progress to a higher level in their quest to be socially, environmentally and ethically responsible.

Principle 1 — **Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable**

Essential Indicators

1. Percentage coverage by training and awareness programmes on any of the principles during the financial year:

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors (BoD)	2	Code of Conduct, ESG	100%
Key Managerial Personnel (KMP)	5	Prevention of Sexual Harassment, Code of Conduct, ESG, Information Security and Data Privacy fundamentals for senior executives, Phishing awareness for senior executives	100%
Employees other than BoD and KMPs	5	1. Prevention of Sexual Harassment, 2. Code of Conduct, 3. ESG, 4. Information Security, 5. Data Privacy	1. 99% 2. 97% 3. 88% 4. 89% 5. 86%
Workers	Not Applicable		

2. Details of fines/penalties/punishment/award/compounding fees/settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/judicial institutions, in the financial year, in the following format (Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity's website):

Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/Fine	Principle 1	Registrar of Companies, Pune	INR 1,81,000 on the company and; INR 1,50,000 on the officers in default	Order for Adjudication of penalty under section 454 of the Companies Act, 2013 ('The Act') for violation of section 450 of the Companies Act, 2013	No
Settlement	None				
Compounding fee					

Non-Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment	None				
Punishment					

3. **Of the instances disclosed in Question 2 above, details of the Appeal/ Revision preferred in cases where monetary or non-monetary action has been appealed.**

Case details	Name of the regulatory/ enforcement agencies/ judicial institution
Not Applicable	Not Applicable

4. **Does the entity have an anti-corruption or anti-bribery policy? If yes, provide details in brief and if available, provide a web-link to the policy.**

Yes. The Company has an Anti-Bribery and Anti-Corruption Policy that clearly outlines its zero-tolerance stance toward bribery and corruption. The policy applies to all employees and subsidiary companies. The Company is committed to conducting all business activities and relationships in a professional, fair, and ethical manner, irrespective of geography. It also ensures the effective implementation and enforcement of robust systems and controls to prevent, detect, and address bribery and corruption. To meet this objective, regular training and awareness campaigns are conducted for all business units in relation to our Policy, obligations, company procedures and measures.

Policy Link : https://www.zensar.com/assets/files/4o3iL3qn8dW1MkroqNZPHE/Anti-Bribery-Policy.pdf

5. **Number of Directors/KMPs/employees/workers against whom disciplinary action was taken by any law enforcement agency for the charges of bribery/corruption:**

Case details	FY 2025-26	FY 2024-25
Directors	None	
KMPs		
Employees		
Workers	Not Applicable	

6. **Details of complaints with regard to conflict of interest:**

Monetary	FY 2025-26		FY 2024-25	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	-	Nil	-
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	-	Nil	-

7. **Provide details of any corrective action taken or underway on issues related to fines / penalties /action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest.**

Not Applicable

8. **Number of days of accounts payables ((Accounts payable*365) / Cost of goods/services procured) in the following format:**

	FY 2025-26	FY 2024-25
Number of days of accounts payables	28	27

Note: Accounts payables number is calculated excluding accrued expenses from the calculations

9. Open-ness of business

Provide details of concentration of purchases and sales with trading houses, dealers, and related parties along-with loans and advances & investments, with related parties, in the following format:

Parameter	Metrics	FY 2025-26	FY 2024-25
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	Nil (We do not have any purchases from trading houses)	
	b. Number of trading houses where purchases are made from		
	c. Purchases from top 10 trading houses as % of total purchases from trading houses		
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	Nil (We do not do any sales to dealers/ distributors from Revenue perse)	
	b. Number of dealers / distributors to whom sales are made		
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors		
Share of Related Party Transactions in	a. Purchases (Purchases with related parties / Total Purchases)	0.013	0.014
	b. Sales (Sales to related parties / Total Sales)	Nil	Nil
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	Nil	Nil
	d. Investments (Investments in related parties / Total Investments made)	Nil	Nil

Leadership Indicators

1. Awareness programmes conducted for value chain partners on any of the principles during the financial year:

Total number of awareness programmes held	Topics / principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
1	Zensar integrates sustainability considerations into supplier engagement processes by communicating ESG principles and performance expectations, thereby fostering responsible conduct and longterm value creation across the supply chain. It covers key topics such as: Greenhouse gas emissions (Scope 1, 2 and 3) and the GHG Protocol, Environmental best practices, Social, governance, health and safety expectations and expectations from suppliers.	80% (Class A and B Suppliers)

2. Does the entity have processes in place to avoid/ manage conflict of interests involving members of the Board? (Yes/No) If yes, provide details of the same.

On an annual basis, all directors of the Company formally confirm their compliance with the RPG Code of Conduct. This declaration reflects their continued commitment to adhering to the standards prescribed under the Code and to proactively identifying, disclosing, and managing any potential conflicts of interest in the course of discharging their responsibilities.

Principle 2 — **Businesses should provide goods and services in a manner that is Sustainable and Safe**

Essential Indicators

1. **Percentage of R&D and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of product and processes to total R&D and capex investments made by the entity, respectively.**

	FY 2025-26	FY 2024-25	Details of improvements in environmental and social impacts
R&D	44.95%	32.39%	The Company has developed AI agents that optimize workflows and enable more efficient system architectures, along with agentic solutions focused on cost optimization of AI usage through FinOps practices. To support social outcomes, solutions have been developed to enable optimal workforce hiring and upskilling, with digitally inclusive training programs. In addition, AI governance and compliance emerged as a key focus area during the year, driven by increasing client requirements for automated compliance processes. To support this, a data governance solution was also developed to strengthen oversight, transparency, and control. In FY 2025-26, the R&D expenditure investments of INR 32.07Mn have been spent on improving environmental and social performance.
Capex	6.53%	2.87%	In FY 2025-26, the capital expenditure investments of INR 30.68Mn have been made for integrated infrastructure and facility upgrades at our owned facility in Pune, covering HVAC (chillers, BTU, EC fans), electrical, fire safety, lighting, water systems, and workspace refurbishments to enhance operational efficiency.

2. a. **Does the entity have procedures in place for sustainable sourcing? (Yes/No)**

Yes, Zensar is dedicated to promoting sustainable sourcing through a range of strategies:

We require suppliers to accept our Supplier Code of Conduct, to ensure compliance with applicable laws and regulations, including operational standards related to human rights, environmental impact, health and safety, labor conditions, anti-bribery and anti-corruption to prevent unethical practices.

Suppliers are assessed based on Environmental, Social, and Governance (ESG) parameters as part of our supplier onboarding process and annual performance evaluation to assess compliance ongoing basis.

The company is committed to sourcing goods from local suppliers, reducing the need for extensive transportation and minimizing fuel consumption, thus lowering carbon emissions.

Zensar prioritizes procurement from key suppliers and marginalized groups, thereby fostering inclusivity and supporting local communities.

Our Sustainable Procurement Policy: https://www.zensar.com/assets/files/R0XLwMEn0iJ0EwN8n4eXd/Sustainable-Procurement-Policy.pdf

b. **If yes, what percentage of inputs were sourced sustainably?**

81.4% of the Company's input was sourced through local procurement, supporting sustainable sourcing practices. The Company has established a Sustainable Procurement Policy to promote a responsible and resilient supply chain.

3. Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste.

As we are not in the manufacturing sector, this question does not apply to us. However, Zensar has obtained ISO 14001:2015 certification for owned facilities in Pune, Hyderabad office and London office showing our commitment to the environment. We actively manage waste by sorting, safely collecting, and handling both hazardous and non-hazardous waste. We adhere to the 3-R principle: Reduce, Reuse, and Recycle, to manage waste responsibly and protect the environment. All non-hazardous and hazardous waste is handed over to authorized recyclers only.

4. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.

Since we do not fall into the definition of Producers, Importers, and Brand Owners (PIBOs) as per the EPR guidelines, therefore EPR is not applicable to us.

Leadership Indicators

1. Has the entity conducted Life Cycle Perspective / Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? If yes, provide details in the following format

NIC Code	Name of Product/ Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective/ Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No) If yes, provide the web-link
Not Applicable					

2. If there are any significant social or environmental concerns and/or risks arising from production or disposal of your products / services, as identified in the Life Cycle Perspective / Assessments (LCA) or through any other means, briefly describe the same along-with action taken to mitigate the same.

Name of Product/Service	Description of the risk/concern	Action Taken
Not Applicable		

Zensar Technologies is a software and services organization and does not undertake any manufacturing activities. Accordingly, Life Cycle Assessment (LCA) is not applicable to its operations. Given the nature of its services, the Company does not have significant inherent social or environmental risks.

3. Percentage of recycled or reused input material to total material (by value) used in production (for manufacturing industry) or providing services (for service industry).

Indicate input material	Recycled or re-used input material to total material	
	FY 2025-26	FY 2024-25
Not Applicable		

4. Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed of, as per the following format:

	FY 2025-26			FY 2024-25		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	Not Applicable			Not Applicable		
E-waste						
Hazardous Waste						
Other Waste						

5. Reclaimed products and their packaging materials (as percentage of products sold) for each product category.

Indicate Product Category	Reclaimed products and their packaging materials as % of total products sold in respective category
Not Applicable	

Principle 3

Businesses should respect and promote the well-being of all employees, including those in their value chains

Essential Indicators

1. a. Details of measures for the well-being of employees:

Category	Total(A)	% of employees covered by									
		Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	%(F/ A)
Permanent Employees											
Male	7,030	7,030	100%	7,030	100%	Not Applicable		7,030	100%	3,498	49.75%
Female	3,036	3,036	100%	3,036	100%	3,036	100%	Not Applicable		1,534	50.39%
Total	**10,066**	**10,066**	**100%**	**10,066**	**100%**	**3,036**	**100%***	**7,030**	**100%***	**5,032**	**49.99%**
Other than Permanent Employees											
Male	100% based on eligibility**										
Female											
Total											

**Benefits are being provided to all eligible employees, covering 100% of the workforce based on eligibility*

***Insurance benefits apply to all full-time associates of Zensar including its subsidiaries & affiliates. It does not include Retainers, Consultants, Trainees and Subcontractors unless mandated by local regulations.*

b. Details of measures for the well-being of workers:

Category	Total (A)	% of workers covered by									
		Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		Number (B)	% (B/ A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/ A)	Number (F)	% (F/ A)
Permanent Workers											
Male	Not Applicable										
Female											
Total											
Other than Permanent Workers											
Male	Not Applicable										
Female											
Total											

c. Spending on measures towards well-being of employees and workers (including permanent and other than permanent) in the following format –

	FY 2025-26	FY 2024-25
Cost incurred on well-being measures as a % of total revenue of the company	2.91%	3.03%

Note: The disclosures reported under this indicator covers the Indian entities and others following applicable regulations similar to Indian regulations.

Cost incurred on measures like Health Insurance, Dental Insurance, Vision Insurance, Maternity, Paternity, SIC/NIC/ LIC Premium, Mental wellbeing or counselling sessions, AHC(Annual Health Checkup), EAP(Employee Assistance Program) is considered.

2. Details of retirement benefits.

Benefits	FY 2025-26			FY 2024-25		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	Not Applicable	Yes	100%	Not Applicable	Yes
Gratuity	100%		Yes	100%		Yes
ESI	0		Not Applicable	0		Not Applicable
Others – please specify	Not Applicable			Not Applicable		

Note: Employees who have successfully completed 5 years of tenure are entitled for Gratuity benefits.

3. Accessibility of workplaces: Are the premises / offices of the entity accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016? If not, whether any steps are being taken by the entity in this regard.

We have committed to the Valuable 500 campaign through the World Economic Forum. As part of our commitment to ensuring an inclusive infrastructure, our SEZ offices and all onsite locations (the US, UK, and SA) are accessibility compliant. Accessibility in our facilities includes access to elevators, washrooms designed for differently abled employees and guests, ramps and handrails along the ramps, wheelchair access, priority evacuation during emergencies, in-person support on request, dedicated parking lots for persons with disabilities for four-wheelers and two-wheelers in the parking area. Along with incorporating sign language in our communication, we have updated our DE&I policy to emphasize the importance of inclusivity in our corporate ethos. Accessible infrastructure for PwD has been provisioned, infrastructure and communication tools are inclusive and accessible to all employees.

4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? If so, provide a web-link to the policy.

As an equal opportunity employer, Zensar is committed to fostering diversity and inclusive selection practices. This commitment extends to ensuring that qualified long-term unemployed job seekers are given equitable consideration for employment opportunities. The company provides equal opportunities to individuals from all segments of society, including Persons with Disabilities (PWD). Zensar ensures that workplace provisions align with the provisions outlined in the Rights of Persons with Disabilities Act, 2016 ("Act"). It pledges to offer equal and impartial employment opportunities to all qualified applicants, devoid of bias or discrimination. No individual with a disability will be denied employment opportunities based on their disability status, and all vacancies will be filled based on individual competence, ability, trainability, and suitability concerning job requirements. https://www.zensar.com/assets/files/1rkk2qHvugsEBDSNcZTbpK/human-rights-policy.pdf

5. Return to work and Retention rates of permanent employees and workers that took parental leave:

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100%	81.17%	Not applicable	
Female	100%	67.72%		
Total	100%	75.59%		

6. Is there a mechanism available to receive and redress grievances for the following categories of employees and workers? If yes, give details of the mechanism in brief.

Category	If yes, then give details of the mechanism in brief
Permanent Workers	Not Applicable
Other than Permanent Workers	
Permanent Employees	The Company has set up a Grievance Review Committee (GRC) to handle employee concerns at different locations in India. This committee thoroughly investigates grievances, collecting necessary information and evidence. Employees are encouraged to report their concerns to the designated email address, GRC@Zensar.com. After reviewing the findings, the GRC suggests suitable actions to resolve the issues effectively.
Other than Permanent Employees	

7. Membership of employees and workers in association(s) or Unions recognized by the listed entity:

Category	FY 2025-26			FY 2024-25		
	Total employees/ workers in respective category (A)	No. of employees/ workers in respective category, who are part of association (s) or union (B)	% (B/A)	Total employees/ workers in respective category (C)	No. of employees/ workers in respective category, who are part of association (s) or union (D)	% (D/C)
Total Permanent Employees	No such associations					
Male						
Female						
Total Permanent Workers	Not Applicable					
Male						
Female						

8. Details of training given to employees and workers:

Category	FY 2025-26					FY 2024-25				
	Total (A)	On Health and Safety Measures		On Skill Upgradation		Total (D)	On Health and Safety Measures		On Skill Upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Male	7,582	2,485	32.77%	8,772	115.69%	7,529	2,872	38.15%	8,099	107.57%
Female	3,197	954	29.84%	3,709	116.01%	3,173	1,242	39.14%	3,505	110.46%
Total	10,779	3,439	31.90%	12,481	115.78%	10,702	4,114	38.44%	11,604	108.43%
Workers										
Male	Not Applicable									
Female										
Total										

Note: The number of people trained during the year is higher than the headcount at the closing of the year. This is because training numbers include those employees who may have left during the year and are no longer part of the organization.

9. Details of performance and career development reviews of employees and workers:

Category	FY 2025-26			FY 2024-25		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees*						
Male	7,030	6,258	89.01%	6,991	6,285	89.90%
Female	3,036	2,673	88.04%	2,984	2,673	89.58%
Total	**10,066***	**8,931**	**88.72%**	**9,975***	**8,958**	**89.80%**
Workers						
Male	Not Applicable					
Female						
Total						

*Note: *Only permanent employees*

10. Health and safety management system:

i. **Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No). If yes, what is the coverage of such a system?**

Commitment to Occupational Health and Safety:

We are dedicated to continuously improving health and safety measures for all employees, whether permanent or contractual, as well as for service providers and visitors. Our Environment, Health, Safety, and Energy (EHSEn) Policy and Objectives are set at the organizational level and are reviewed annually or as required to align with the organization's strategic direction. All of our offices in India have received ISO 45001:2018 certification.

Fostering a Safety Culture:

Health and safety are integrated into our business planning, decision-making, and management practices. We regularly conduct health awareness initiatives and offer employees access to a dedicated e-learning module on health and safety. Organizational objectives are broken down into functional or delivery-level objectives and are monitored through performance indicators with specific targets. We have strategies in place to achieve these goals, detailing employees' roles and responsibilities, and we periodically assess progress against these targets.

Health and Safety Training:

We provide regular health and safety training sessions, facilitated by both internal and external experts in the field. This ensures our employees have the necessary knowledge and skills to maintain a secure and healthy work environment.

ii. **What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?**

Zensar is committed to ensuring health and safety through a series of proactive measures. We keep a detailed register for risk assessments and regularly conduct fire drills to guarantee readiness. Activities within our workspace are evaluated to identify potential health and safety risks. Once identified, we develop mitigation and contingency plans to address these challenges. To raise awareness and promote overall well-being, these plans are communicated to all employees. Our office spaces are equipped with visual aids, such as safety signage and guidelines, to reinforce safe practices. Additionally, we organize training programs led by both internal and external experts, focused on elevating health and safety standards for our workforce.

iii. **Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Yes/No)**

Yes, we have provided employees with the following means to report such hazards:

- Display of emergency numbers at prominent locations across all the office premises.
- HealthandSafety@zensar.com is used to report Work-related hazards

iv. **Do the employees/ workers of the entity have access to non-occupational medical and healthcare services? (Yes/No)**

Yes, Zensar promotes physical and mental well-being – Doctor is available either onsite or on call across locations in India. Ambulance services tie-ups are available at major locations in India. Zensarian Assistance Program (ZAP) is available for mental wellbeing and promoted strongly through awareness communication.

11. Details of safety related incidents, in the following format:

Safety Incident/Number	Category	FY 2025-26	FY 2024-25
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employee	Nil	Nil
	Worker	Not Applicable	Not Applicable
Total recordable work-related injuries	Employee	Nil	Nil
	Worker	Not Applicable	Not Applicable
No. of fatalities	Employee	Nil	Nil
	Worker	Not Applicable	Not Applicable
High consequence work-related injury or ill-health (excluding fatalities)	Employee	Nil	Nil
	Worker	Not Applicable	Not Applicable

Note: Includes permanent employees only

12. Describe the measures taken by the company to ensure a safe and healthy workplace.

In our commitment to constantly enhancing safety standards and prioritizing employee health and safety, we conduct targeted training programs led by internal and external experts. These initiatives aim to help associates identify potential hazards, respond effectively, minimize accident risks, and improve overall employee health, safety, and well-being.

Our training programs include:

- Environment, Health, Safety & Energy (EHSEn) Induction: These programs encompass all associates, permanent and contractual workers, service providers, and visitors to our units. Additionally, a comprehensive eLearning module has been developed to acquaint employees with relevant policies and objectives.

- Systems Improvement and ISO Standards Compliance: Training provided by EHS teams covers systems improvement, environmental impact assessment, and compliance with ISO 14001 and 45001 standards.
- Occupational Health and Safety (OHS): These sessions equip employees with the ability to identify hazards, comprehend risks, and apply safe practices. Topics include the proper use and maintenance of PPEs, and emergency response measures such as first aid, fire safety, and evacuation procedures.
- Specialized Safety Programs: Tailored training in material handling, storage, and chemical safety is offered to employees involved in these specific areas

13. Number of complaints on the following made by employees and workers:

Category	FY 2025-26			FY 2024-25		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	Nil					
Health & Safety						

14. Assessments for the year:

Aspect	% Of your plants and offices that were assessed (by entity or statutory authorities or third parties)*
Health and safety practices	100% of India locations and Major overseas Locations*
Working Conditions	

Note: *Assessment was conducted by third party like ISOQAR INDIA Pvt. Ltd. and RPG Group – CoE EHS in India and by third parties like MANAGEMENT AND PREVENTION LTD. and LabourNet for overseas locations.

15. Provide details of any corrective action taken or underway to address safety-related incidents (if any) and on significant risks / concerns arising from assessments of health & safety practices and working conditions.

There were no such incidents during the year.

Leadership Indicators

1. Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N) (B) Workers (Y/N)-

Employees: Zensar ensures its employees are supported even during difficult times by offering life insurance and compensatory packages in case of death including various benefits as per the Death Relief Benefit policy. To provide additional assistance, the company has developed a policy to offer funeral support and aid for children's education. This demonstrates Zensar's commitment to the well-being of its employees and their families beyond the workplace.

Workers: Not Applicable

2. Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners

To ensure strict adherence, compliance requirements are integrated into our supplier agreements. Supplier audits are then conducted both internally and by external third-party consultants to verify compliance with statutory obligations, such as the proper deduction and deposition of dues related to Provident Fund (PF), Employee State Insurance (ESI), and the Labor Welfare Fund (LWF). These audits also confirm compliance with labor law registrations, the maintenance of document registers, and adherence to minimum wage payments.

3. Provide the number of employees / workers having suffered high consequence work related injury / ill-health / fatalities (as reported in Q11 of Essential Indicators above), who have been rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:

	Total no. of affected employees/workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2025-26	FY 2024-25	FY 2025-26	FY 2024-25
Employees	Nil		Nil	
Workers	Not Applicable		Not Applicable	

4. Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment? (Yes/ No)

No

5. Details on assessment of value chain partners:

Category	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	Vendor site audits are not conducted to assess their health & safety practices and working conditions. However, our Supplier Code of Conduct, ESG assessment checklist and Contracts are binding on the Suppliers to ensure compliance with these requirements while providing goods or services to Zensar. 94% of A-class suppliers are assessed through checklist.
Working Conditions	

6. Provide details of any corrective actions taken or underway to address significant risks/concerns arising from assessments of health and safety practices and working conditions of value chain partners.

Not Applicable; Vendor site audits are not conducted to assess their health & safety practices and working conditions.

Principle 4

Businesses should respect the interests of and be responsive to all its stakeholders.

Essential Indicators

1. Describe the processes for identifying key stakeholder groups of the entity.

Various key stakeholder groups have been identified based on their significance to the business, their level of involvement, and their primary priorities and concerns. These groups encompass:

Customers	Employees	Shareholders	Investors and Analysts	Communities	Vendors	Regulatory Authorities
Individuals who depend on our products and services to fulfill their needs.	Dedicated professionals who bring their skills and efforts to drive the organization forward.	Investors who hold ownership in the company, contributing to and benefiting from its success.	Financial specialists and entities who closely observe our performance and provide valuable insights.	The local and global communities where our operations make a meaningful impact on people's lives.	Our suppliers and partners who work with us to ensure delivery of high-quality goods and services.	Governing bodies and agencies tasked with overseeing our operations and ensuring we remain compliant.

Through recognition and engagement with these stakeholder groups, the organization ensures that their interests and concerns are addressed in the formulation of business strategies and decision-making processes.

2. List stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group:

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Government & Regulatory Authorities	No	• Meeting the directives of Regulatory Authority. • Submissions of various returns • Compliances with statutory authorities • Partnerships with industry bodies and associations	As and when required	• Compliance and legal requirements
Employees	Yes	Part of the employees are considered as vulnerable/ marginalized • Happiness index survey • Workshops and team building exercises • Emails/ newsletters • Townhall sessions • Ombuds processes	Monthly/ongoing basis	• Employee Wellbeing • Skill Development • Ethical Behavior • Employee Feedback • Team Building
Customers	No	• Strategic discussions on business success and outcome metrics • Operational customer feedback • Customer engagement surveys • Account reviews • Regular meetings	Quarterly/Annually	• Quarterly Business Reviews • Customer Engagement Survey
Suppliers	Yes	Part of the suppliers are considered as vulnerable/ marginalized • Vendor engagement interactions • Workshops and training • Grievance redressal mechanism	As and when required	• Vendor engagement and training
Local Community	Yes	• Community wellbeing and development initiatives • Grievance redressal mechanism	As and when required	• Educational initiatives • Employment initiatives • Community wellbeing
Investors	No	Quarterly briefing analysts meet	Quarterly	• Business performance briefing
Shareholders	No	Quarterly and Annual Financial Results • Annual reports • Annual general meetings • Investor presentations	Annually/as and when required	• Financial results progress • Statutory information

Leadership Indicators

1. Provide the processes for consultation between stakeholders and the Board on economic, environmental, and social topics or if consultation is delegated, how feedback from such consultations is provided to the Board.

Zensar engages actively with its stakeholders to discuss important topics and continually assess their relevance. Through these interactions, various issues specific to each stakeholder group are identified. The ESG Council then prioritizes these topics based on their potential economic, environmental, or social impacts on Zensar's business, reputation, and operations. Feedback is shared with the board during the Annual General Meeting, encouraging shareholder discussions on various matters. To engage stakeholders effectively, we use communication channels like customer surveys and interactions with vendors and partners. Any significant concerns raised are addressed by the SCSR (Sustainability and CSR) committee and in regular board meetings, including financial, audit, and other sessions, ensuring the board is informed about critical issues.

2. Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes / No). If so, provide details of instances as to how the input received from stakeholders on these topics were incorporated into the policies and activities of the entity.

Yes. Zensar's ESG strategy regarding material topics draws upon insights collected through stakeholder consultations involving various parties such as employees, management, external stakeholders including vendors and customers. These inputs are carefully considered and processed through our designated tool to determine our material topics. Following this process, material topics are then assessed, shortlisted, and prioritized based on their significance in relation to both our stakeholders and the overall business operations.

3. Provide details of instances of engagement with, and actions taken to, address the concerns of vulnerable/ marginalized stakeholder groups.

As part of the RPG Foundation, Zensar is committed to supporting underprivileged communities and fostering opportunities for a more equitable future through its CSR initiatives. The Foundation actively engages with vulnerable and marginalized groups, focusing on areas like women, youth, heritage, and the environment. Our programs aim to empower these communities through targeted support and inclusive development, with Zensar's CSR team ensuring effective implementation and regular engagement. No concerns or complaints have been reported from these groups so far.

Additionally, the Commercial team builds relationships with MSMEs and enterprises that focus on women's empowerment. Zensar has a dedicated cell for customer engagement and feedback. Investors and shareholders are encouraged to express their concerns through the whistleblower mechanism or during specific sessions and meetings.

Principle 5 Businesses should respect and promote human rights

Essential Indicators

1. Employees and workers who have been provided training on human rights issues and policy(ies) of the entity, in the following format:

Category	FY 2025-26			FY 2024-25		
	Total (A)	No. of employees / workers covered (B)	% (B/A)	Total (C)	No. of employees / workers covered (D)	% (D/C)
Employees						
Permanent	10,066	9,753	96.89%	9,975	9,940	99.65%
Other than permanent	713	685	96.07%	727	727	100%
Total Employees	**10,779**	**10,438**	**96.84%**	**10,702**	**10,667**	**99.67%**
Workers						
Permanent	Not Applicable					
Other than permanent						
Total Workers						

2. Details of minimum wages paid to employees and workers, in the following format

Category	FY 2025-26					FY 2024-25				
	Total (A)	Equal to Minimum Wage		More than minimum Wage		Total (D)	Equal to Minimum Wage		More than minimum wage	
		No. (B)	%(B/A)	No.(C)	%(C/A)		No.(E)	%(E/D)	No.(F)	%(F/D)
Employees										
Permanent	10,066	0	0%	10,066	100%	9,975	0	0%	9,975	100%
Male	7,030	0	0%	7,030	100%	6,991	0	0%	6,991	100%
Female	3,036	0	0%	3,036	100%	2,984	0	0%	2,984	100%
Other than Permanent	713	0	0%	713	100%	727	0	0%	727	100%
Male	552	0	0%	552	100%	538	0	0%	538	100%
Female	161	0	0%	161	100%	189	0	0%	189	100%
Workers										
Permanent	Not Applicable									
Male										
Female										
Other than Permanent										
Male										
Female										

3. a. Details of remuneration/salary/wages, in the following format:

Median remuneration / wages

Category	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	8	3,170,000	1	3,075,000
Key Managerial Personnel (KMP)	3	82,590,433	0	-
Employees other than BoD and KMP	Provided Below			
INR	6,086	2,050,000	2,669	1,348,278
USD	491	131,636	169	118,000
ZAR	149	556,920	100	243,497
GBP	247	74,950	68	65,625
CAD	19	170,000	10	158,933
COP	9	192,000,000	9	273,141,180
MXN	14	412,066	5	480,000
EUR	7	95,000	3	58,000
CHF	4	148,600	1	129,169
AUD	3	200,000	1	140,000
SGD	0	NA	1	99,170
PLN	1	162,839	0	NA

Note:

- KMP include CEO and MD, CFO and CS.
- CEO and MD is also part of BoD. However, the median remuneration for CEO and MD is not included with BoD
- Two of the Independent Directors ceased to be a Director in FY 2024-25 -

Arvind Nath Agrawal, Independent Director, ceased to be a director from close of business hours on April 30, 2024.

A.T. Vaswani, Independent Director, ceased to be a director from close of business hours on March 31, 2025

- Harsh Mariwala, Independent Director, ceased to be a director from close of business hours on April 17, 2026

b. **Gross wages paid to females as % of total wages paid by the entity, in the following format:**

	FY 2025-26	FY 2024-25
Gross wages paid to females as % of total wages	24.03%	23.94%*

Note: Includes India Permanent employees only

**We have recalculated and revised number for previous year*

4. Do you have a focal point (Individual/ Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business? (Yes/No)

Our Grievance Redressal Committee (GRC) serves as the primary point of contact for addressing human rights issues within the company. Complementing this, the Internal Compliance Committee (ICC) specifically manages complaints related to the Prevention of Sexual Harassment (POSH). Employees are encouraged to report any grievances related to human rights violations, reinforcing our proactive approach to addressing and resolving such concerns.

5. Describe the internal mechanisms in place to redress grievances related to human rights issues.

Zensar has instituted a Grievance Review Committee (GRC) to effectively address employee concerns across its various locations in India. This committee undertakes thorough investigations to comprehend grievances raised, systematically gathering relevant information and evidence as necessary. Employees are encouraged to report their grievances using the designated email address, GRC@Zensar.com. Based on the investigation findings, the GRC members recommend appropriate actions to resolve issues effectively.

6. Number of Complaints on the following made by employees and workers:

Aspect	FY 2025-26			FY 2024-25		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	3	0	-	2	0	-
Discrimination at workplace	0	0	-	0	0	-
Child Labour	0	0	-	0	0	-
Forced Labour/ Involuntary Labour	0	0	-	0	0	-
Wages	0	0	-	0	0	-
Other human rights related issues	0	0	-	0	0	-

7. Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, in the following format:

	FY 2025-26	FY 2024-25
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	3	2
Complaints on POSH as a % of female employees / workers	0.094%	0.064%
Complaints on POSH upheld	3	2

8. Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases.

Zensar has established policies that delineate guidelines for complaint management, ensuring protection for complainants in cases related to human rights and sexual harassment. All complaints, irrespective of their nature, are subject to impartial investigation and are addressed based on the findings. We are dedicated to guaranteeing that no individual faces retaliation for raising a complaint. Engaging in retaliatory behavior will lead to disciplinary actions, including potential termination. As standard practice, all complaints and investigation details are treated with the utmost confidentiality.

Prevention of Sexual Harassment policy: https://www.zensar.com/assets/files/1eiZe4smsbtOI8744sMxxl/Zensar-POSH-Policy.pdf

9. Do human rights requirements form part of your business agreements and contracts? (Yes/No)

Yes. In all contractual agreements, whether with vendors or customers, Zensar places a strong emphasis on compliance with legal mandates. The Constitution of India and pertinent labor laws underscore fundamental aspects of human rights, such as the right to work, fair working conditions, equitable remuneration, and privacy protection. These rights are pivotal not only for the organization but also for its vendors, customers, and partners. It is crucial that all parties actively uphold these rights and ensure their effective implementation within collaborative endeavors.

10. Assessments of the year

Aspects	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labor	Nil (During the reporting year, no external or third-party assessments were conducted for Child labour, forced labour; however, the Company has adequate internal systems, policies, and statutory compliance mechanisms in place to manage labour and workplace-related risks. The Company prohibits child labour through robust recruitment controls, has constituted a POSH Internal Committee with an external independent member, and maintains clear policies against forced labour and workplace discrimination. No material non-compliance or adverse incidents were reported during the year, and the Company intends to undertake structured assessments in future periods.)
Forced labor	
Sexual harassment	
Discrimination at workplace	
Wages	
Others – please specify	

11. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 10 above.

As part of continuous improvement, the Company has strengthened its Human Rights Policy by introducing additional sections covering abuse of managerial authority, prevention of bullying and harassment, flexible work culture, human dignity, working conditions, right to education, employee development, and disciplinary consequences. These actions were undertaken as preventive measures to address potential risks and enhance governance. No significant issues were identified during the year requiring specific corrective action.

Leadership Indicators

1. Details of a business process being modified / introduced as a result of addressing human rights grievances/ complaints.

There have been no reports of human rights violations within the organization, so no changes to business processes were required.

2. Details of the scope and coverage of any Human rights due diligence conducted

At Zensar, we believe everyone deserves to be treated with fairness, respect, and dignity. We strive to conduct our business in a responsible way, respecting the human rights of our associates and everyone we come in contact with. Zensar is highly engaged in societal commitments and humanitarian initiatives. However, specific human rights due-diligence is not conducted.

3. Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016?

Yes. Zensar's facilities prioritize accessibility, encompassing features such as elevator access, washrooms tailored for differently abled individuals, ramps with accompanying handrails, wheelchair accessibility, expedited evacuation procedures during emergencies, on-demand in-person assistance, designated parking areas for both four-wheelers and two-wheelers for persons with disabilities, as well as dedicated spaces like healing rooms, doctors' offices, and lactation rooms at most of our offices.

4. Details on assessment of value chain partners:

Human rights	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	94% of our Class A suppliers were assessed. Our Supplier Code of Conduct, ESG assessment checklist, and contracts bind suppliers to meet compliance requirements when providing goods or services to Zensar. Suppliers are evaluated on ESG parameters, including child labor, forced or compulsory labor, freedom of association and collective bargaining, non-discrimination and prohibition of harassment policies, fair wages and working hours, and occupational health and safety standards. Additionally, we perform quarterly audits under the Contract Labour (Regulation and Abolition) Act (CLRA) for vendor personnel at our site. These audits ensure compliance with labor law registrations, document maintenance, minimum wage regulations, and payment of statutory dues by suppliers.
Discrimination at workplace	
Child Labour	
Forced Labour/Involuntary Labour	
Wages	
Others – please specify	

5. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 4 above.

There were no significant risks / concerns reported.

Principle 6 Businesses should respect and make efforts to protect and restore the environment.

Essential Indicators

1. **Details of total energy consumption (in Joules or multiples) and energy intensity:**

Parameter	FY 2025-26	FY 2024-25
From renewable sources (in gigajoules)		
Total electricity consumption (A)	11,763.20	11,275.72
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	-	-
Total energy consumption from renewable sources (A+B+C) (GJ)	**11,763.20**	**11,275.72**
From non - renewable sources (in gigajoules)		
Total electricity consumption (D)	7,476.86	9,254.6
Total fuel consumption (E)	575.11	632.81
Energy consumption through other sources (F)	-	-
Total energy consumption from non - renewable sources (D+E+F) (GJ)	**8,051.97**	**9,887.41**
Total energy consumption (A+B+C+D+E+F) (GJ)	**19,815.17**	**21,163.13**
Energy intensity per rupee of turnover (Total energy consumption in GJ/ turnover in rupees in million)	0.35/million rupee of turnover	0.40/million rupee of turnover
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)* (Total energy consumed / Revenue from operations adjusted for PPP) GJ/million USD (PPP adjusted revenue from operations)	7.09	8.28
Energy intensity in terms of physical output	Not Applicable	Not Applicable
Energy intensity** (optional) – the relevant metric may be selected by the entity (Energy Consumed in GJ/Employee Headcount)	1.84	1.98

**The source for Purchasing Power Parity (PPP) is International Monetary Fund (IMF). The PPP rates considered is 20.34 as per the 2026 update*

***We used total employee headcount as on 31st March 2026 to work our energy intensity.*

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

Yes, reasonable assurance for BRSR core indicators has been carried out by BSI India Pvt. Ltd.

2. **Does the entity have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Y/N) If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any.**

Not Applicable

3. **Provide details of the following disclosures related to water**

Parameter	FY 2025-26	FY 2024-25
Water withdrawal by source (in kilolitres)		
(i) Surface water	Nil	Nil
(ii) Groundwater	Nil	Nil
(iii) Third party water	19,386.00	21,020.44
(iv) Seawater / desalinated water	Nil	Nil
(v) Others	Nil	Nil
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	**19,386.00**	**21,020.44**
Total volume of water consumption (in kilolitres)	**17,822.17**	**18,791.27**

Parameter	FY 2025-26	FY 2024-25
Water intensity per rupee of turnover (Water consumed / revenue from operations)	0.31/million rupee of turnover	0.36/million rupee of turnover
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP) KL/million USD (PPP adjusted revenue from operations)	6.37	7.35
Water intensity in terms of physical output	Not Applicable	Not Applicable
Water intensity* (optional)– the relevant metric may be selected by the entity (Water Consumed in KL/Employee Headcount)	1.65	1.76

**We used total employee headcount as on 31st March 2026 to work our water intensity*

Note:

For office locations where direct measurement of water withdrawal and consumption is not available, water usage has been estimated in accordance with the guidelines issued by the Central Ground Water Authority (CGWA), as recommended by the Industry Standard Forum under the BRSR Core framework. As per CGWA, the standard water consumption for office settings is 45 litres per head per working day. Accordingly, withdrawal and consumption figures have been derived by multiplying the average number of employees at such locations by 45 litres.

In the absence of specific discharge data:

- For facilities where a zero-discharge system is not in place, it has been assumed that 50% of the withdrawn water is consumed and the remaining 50% is discharged.
- For facilities having zero discharge system, the entire water withdrawn is considered as consumed.

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

Yes, reasonable assurance for BRSR core indicators has been carried out by BSI India Pvt. Ltd.

4. Provide the following details related to water discharged:

Parameter	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(ii) To Groundwater	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iii) To Seawater	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iv) Sent to third-parties	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(v) Others	-	-
- No treatment	1,563.83	2,229.16
- With treatment – please specify level of treatment	-	-
Total water discharged (in kilolitres)	**1,563.83**	**2,229.16**

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

Yes, reasonable assurance for BRSR core indicators has been carried out by BSI India Pvt Ltd.

5. Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation.

Sewage Treatment Plant (STP)

At our Pune-owned campus locations in India, we operate an in-house Sewage Treatment Plant (STP) that processes all generated sewage. The treated water is then recycled and used for irrigation purposes. For locations that are leased premises, we do not maintain operational control over sewage treatment processes.

6. Please provide details of air emissions (other than GHG emissions) by the entity, in the following format:

Parameter	Unit	FY 2025-26	FY 2024-25
NOx	tonnes/annum	0.04	0.09
SOx	tonnes/annum	0.03	0.07
Particulate Matter (PM)	tonnes/annum	0.003	0.01
Persistent organic pollutants	-	-	-
Volatile organic compounds (VOC)	-	-	-
Hazardous air pollutants (HAP)	-	-	-
Others – please specify	-	-	-

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

No

7. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity, in the following format:

Parameter	Unit	FY 2025-26	FY 2024-25
Scope 1 (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	546.43	469.12
Scope 2 (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	1,080.33	1,388.81
Total	Metric tonnes of CO2 equivalent	**1,626.76**	**1,857.93**
Total Scope 1 and Scope 2 emissions per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	(tCO2e/Revenue from operations)	**0.03/million rupee of turnover**	0.04/million rupee of turnover
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	tCO2e/million USD (PPP adjusted revenue from operations)	0.58	0.73
Total Scope 1 and Scope 2 emission intensity in terms of physical output	Not Applicable	Not Applicable	Not Applicable
Total Scope 1 and Scope 2 emission intensity* (optional) – the relevant metric may be selected by the entity	(tCO2e/Employee Headcount)	0.15	0.17

**Intensity calculated based on total employee headcount as of 31st March 2026*

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

Yes, reasonable assurance for BRSR core indicators has been carried out by BSI India Pvt Ltd.

8. Does the entity have any project related to reducing Greenhouse Gas emission? If yes, then provide details.

Onsite solar infrastructure (rooftop and solar carport projects)

We have expanded our solar footprint to 745 kWp through strategic installations.

Pune Campus: 350 kWp Rooftop Solar and 270 kWp Solar Carport, with stated annual generation 9,80,000 kWh/year

Electronic City, Bangalore: 125 kWp Rooftop solar

These installations at owned and leased premises generate clean electricity for operations, reducing our reliance on grid power and minimizing Scope 2 emissions.

Renewable energy coverage -

Pune campus: 100% on renewables

Pune EON: 100% on renewables

DLF, Hyderabad: 100% renewables

Electronic City, Bangalore: 40% on renewables

UK offices:100% renewable

9. Provide details related to waste management by the entity, in the following format:

Parameter	FY 2025-26	FY 2024-25
Total Waste generated (in metric tons)		
Plastic waste (A)	0.10	6.89
E-waste (B)	12.05	27.47
Bio-medical waste (C)	-	-
Construction and demolition waste (D)	595.68*	-
Battery waste (E)	30.00	64.05
Radioactive waste (F)	-	-
Other Hazardous waste. Please specify, if any. (G) -Oil waste	0.43	0.80
Other Non-hazardous waste generated (H).- Biodegradable waste (paper, newspaper, cardboard), Dry waste, Garden waste, Wet/Food Waste, wood waste, metal waste	40.40	51.91
Total (A+B + C + D + E + F + G + H)	**678.66**	**151.13**
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	0.01/million rupee of turnover	0.003/million rupee of turnover
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP) MT/million USD (PPP adjusted revenue from operations)	0.24	0.06
Waste intensity in terms of physical output	Not Applicable	Not Applicable
Waste intensity (optional) – the relevant metric may be selected by the entity (Employee headcount)**	0.06	0.01
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tons)		
Category	**FY 2025-26**	**FY 2024-25**
(i) Recycled	82.98	151.13
(ii) Re-used	Nil	Nil
(iii) Other recovery operations	Nil	Nil
Total	**82.98**	**151.13**

For each category of waste generated, total waste disposed by nature of disposal method (in metric tons)		
Category of waste	**FY 2025-26**	**FY 2024-25**
(i) Incineration:	-	-
(ii) Landfilling	595.68	-
(iii) Other disposal operations	-	-
Total	**595.68**	**-**

**Due to a one-time renovation, construction and demolition waste drove a year-on-year increase in total waste; however, other categories declined, reflecting sustained waste reduction efforts.*

***Intensity calculated based on total employee headcount as of 31st March 2026*

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

Yes, reasonable assurance for BRSR core indicators has been carried out by BSI India Pvt Ltd.

10. Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by your company to reduce usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such waste.

At Zensar, we manage waste systematically from its origin to final disposal through a comprehensive waste management process, prioritizing the 3R approach (Reduce, Reuse, Recycle). The main types of waste generated at our office include organic waste, paper, plastic, glass, metal, electronics, electricals, and batteries. We have designated areas for segregating various waste streams into recyclables, compostables, and general waste for proper processing. All waste is sorted into dry and wet categories. Dry waste and e-waste are sent to authorized recyclers, while organic waste is recycled onsite. Hazardous waste is carefully segregated, stored, and disposed of safely through authorized recyclers, following our waste management policy.

Our technical experts conduct waste audits to identify opportunities for asset repurpose and waste reduction. We have also invested in innovative recycling technologies and initiatives such as Organic Waste Converters (OWC) and Sewage Treatment Plants (STP) for wastewater recycling. We also strategically repurpose old assets for minor office modifications and renovations.

11. If the entity has operations/offices in/around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.) where environmental approvals / clearances are required, please specify details:

S. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval/clearance are being compiled with? (Y/N) If no, the reasons thereof and corrective action taken, if any
Not Applicable, as the Company does not have any operations/offices in/around ecologically sensitive areas.			

12. Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year:

Name and brief details of project	EIA Notification no.	Date	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No)	Relevant web link
Not Applicable					

13. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India, such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder (Y/N). If not, provide details of all such non-compliances, in the following format:

Serial Number	Specify the law / regulation / guidelines which was not complied with	Provide details of the noncompliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective taken, if any action
Yes, Zensar is compliant with all applicable environmental law/ regulations/ guidelines.				

Leadership Indicators

1. Water withdrawal, consumption and discharge in areas of water stress (in kilolitres):

For each facility / plant located in areas of water stress, provide the following information:

(i) Name of the area (s): Bangalore – India, Cape Town – South Africa

(ii) Nature of operations: IT services

(iii) Water withdrawal, consumption, and discharge in the following format:

Parameter	FY 2025-26	FY 2024-25
Water withdrawal by source (in kiloliters)		
(i) Surface water	-	-
(ii) Groundwater	-	-
(iii) Third party water	641.92	611.11
(iv) Seawater/desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kl)	**641.92**	**611.11**
Total volume of water consumption (in kl)	**621.67**	**558.68**
Water intensity per rupee turnover (Water consumed / turnover)	0.01/million rupee of turnover	0.01/million rupee of turnover
Water intensity (optional) – the relevant metric may be selected by the entity (Water consumed / Employee Headcount)*	0.05	0.05
Water discharge by destination and level of treatment (in kl)		
(i) Into Surface water	-	-
- No treatment	-	-
- With treatment – pl specify level of treatment	-	-
(ii) Into ground water	-	-
- No treatment	-	-
- With treatment – pl specify level of treatment	-	-
(iii) Into Seawater	-	-
a. No treatment	-	-
b. With treatment – pl specify level of treatment	-	-
(iv) Sent to third parties	-	-
- No treatment	-	-
- With treatment – pl specify level of treatment	-	-
(v) Others	-	-
- No treatment	20.25	52.43
- With treatment – pl specify level of treatment	-	-
Total water discharged (in KL)	**20.25**	**52.43**

**Intensity calculated based on total employee headcount as of 31st March 2026*

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

No

2. Please provide details of total Scope 3 emissions & its intensity, in the following format:

Parameter	Unit	FY 2025-26	FY 2024-25
Total Scope 3 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tons of CO2 equivalent	5,213.28	6,043.51
Total Scope 3 emissions per rupee of turnover	Metric tons of CO2 equivalent	0.19/million rupee of turnover	0.11/million rupee of turnover
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity (Employee Headcount)*	Metric tons of CO2 equivalent	0.48	0.56

Intensity calculated based on total employee headcount as of 31st March 2026

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

Yes, limited assurance of the aforesaid numbers has been carried out by BSI India Pvt. Ltd. as published in Integrated Report.

3. With respect to the ecologically sensitive areas reported at Question 11 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.

Not Applicable, as the Company does not have any operations/offices in/around ecologically sensitive areas.

4. If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions/effluent discharge/waste generated, please provide details of the same as well as outcome of such initiatives, as per the following format:

S. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Optimizing UPS Capacity and Energy Savings in Data Centers	Replaced legacy systems with new energy-efficient servers, improving performance while reducing power consumption. Optimized UPS capacity based on current and projected loads, improving efficiency and avoiding over-provisioning. Conducted detailed inspections and sealed all cooling air leaks, reducing cooling losses and overall cooling demand.	80,000 kWh of energy savings on UPS and air conditioning annually.
2	Energy efficient HVAC and environment friendly refrigerant	All HVAC systems are CFC and HCFC free. Procure only BEE 3-star or higher-rated HVAC systems. Transitioned from R22 refrigerant to lower GWP alternatives such as R32. Use of R134a and R410a refrigerants across campus.	Reduced environmental impact and improved energy efficiency, resulting in annual savings of approximately 90,000 kWh.
3	Installation of Motion Sensors	Adding motion sensors to 100% LED facilities at the Pune Campus to improve energy consumption and extend LED lifespan.	Improved energy efficiency and extended lifespan of lighting systems, resulting in annual savings of approximately 6,000 kWh.
4	Passive design and daylight optimization	Integrated natural lighting in workspace design to reduce dependence on artificial lighting. Conducted daylight simulations considering shadow impacts from nearby structures. Installed high-performance glazing (U-value: 5.7 W/m²K, SHGC: 0.37, VLT: 20%) to manage heat and glare while maximizing daylight.	Reduced lighting energy consumption and enhanced occupant comfort through improved daylight utilization.
5	Water efficiency measures	Repaired garden irrigation lines to eliminate leakages. Installed dual flush systems in water closets across newly renovated floors. Installed spray faucet aerators at wash basins, reducing water usage by ~65%. Installed building-level water meters for real-time monitoring and leak detection.	Saving ~3,000 litres of treated water per day and improving overall water use efficiency.

5. Does the entity have a business continuity and disaster management plan? Give details in 100 words/ web link.

Yes. Zensar holds a certification for ISO 22301 for India locations, ensuring the establishment of an Organization-Level Business Continuity and Disaster Recovery Plan. This comprehensive plan encompasses various potential disruption scenarios along with their corresponding mitigation strategies, addressing potential impacts on the organization's operations. Furthermore, apart from the Organization-Level Plan, project teams, function teams, and application owners are responsible for developing and maintaining project-specific, function-specific, and application-specific Business Continuity and Disaster Recovery (BCDR) plans. These plans are tailored to address unique disruption scenarios and mitigation strategies relevant to each project, function, or application. Testing of these plans is conducted at both the Organization-Level and subsequently at the project, function, and application levels. Test outcomes and insights gathered are documented and stored in a centralized SharePoint repository for review and continuous enhancement of the Business Continuity Management System (BCMS).

6. Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard?

This study is not conducted

7. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts.

Zensar aims to evaluate all its value chain partners on sustainability criteria by the end of FY 2029-30.

Our Supplier Code of Conduct, ESG assessment checklist, and contracts bind suppliers to meet compliance requirements when providing goods or services to Zensar. At present, 94% of Class A suppliers have submitted the ESG assessment checklist and agreed to our Code of Conduct in relation to sustainable procurement practices.

While suppliers have not yet been assessed for the environmental impact of their operations and supply chains, we plan to conduct a greenhouse gas (GHG) inventory to determine Scope 3 emissions from purchased goods and services. We are collaborating with key suppliers to lower emissions and reduce energy consumption.

8. How many Green Credits have been generated or procured:

a. By the listed entity: Nil

b. By the top ten (in terms of value of purchases and sales, respectively) value chain partners:

According to SEBI's circular issued on March 28, 2025, Green Credits has been identified as a new non-mandatory leadership indicator. Zensar is committed to incorporate this in VCP disclosures in line with SEBI's guidelines.

Principle 7

Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent.

Essential Indicators

1. a. Number of affiliations with trade and industry chambers/ associations.

Two

b. List the top 10 trade and industry chambers/ associations (determined based on the total members of such a body) the entity is a member of/ affiliated to.

Sl. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	Nasscom	National
2	Confederation of Indian Industry (CII)	National

2. Provide details of corrective action taken or underway on any issues related to anti-competitive conduct by the entity, based on adverse orders from regulatory authorities.

Name of Authority	Brief of the case	Corrective action taken
	No Issues emerged during the year	

Leadership Indicators

1. Details of public policy positions advocated by the entity:

Sr No	Public Policy advocated	Method resorted for such advocacy	Whether information available in public domain (yes/no)	Frequency of review by board (annually/ Half yearly/ quarterly / Others please specify)	Web link if available
None					

Principle 8

Businesses should promote inclusive growth and equitable development.

Essential Indicators

1. Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year.

Name and brief details of project	SIA Notification No.	Date of notification	Whether information available in public domain (yes/no)	Results communicated in public domain (yes/No)	Relevant Web link
Not Applicable					

2. Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity, in the following format:

S. No	Name of project for which R&R is ongoing	State	District	No of Project affected families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In INR)
Not Applicable						

3. Describe the mechanisms to receive and redress grievances of the community.

Zensar has a structured grievance redressal mechanism in place to address community concerns. Community stakeholders can share their grievances via the dedicated email ID listed in our Grievance Redressal Policy on the company website.

In addition to this channel, we prioritize regular field visits by regional leaders. These visits allow for direct interaction with beneficiaries, helping us understand their needs and feedback firsthand. Based on these engagements, we take proactive steps to address any concerns.

To date, no complaints or grievances have been reported by the community.

https://www.zensar.com/assets/files/3stGi3yqIFbONzueh60PJv/Grievance_Redressal_Policy.pdf

4. Percentage of input material (inputs to total inputs by value) sourced from suppliers:

	FY 2025-26	FY 2024-25
Directly sourced from MSMEs/ small producers	11%	17%
Sourced directly within India	71%	95%

Note: Numerator and Denominator consideration are restricted to Indian entities only

5. Job creation in smaller towns – Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis) in the following locations, as % of total wage cost

Location	FY 2025-26	FY 2024-25
Rural	Not Applicable	
Semi-urban		
Urban		
Metropolitan	100%	100%

(Place to be categorized as per RBI Classification System – rural/semi-urban/urban/metropolitan)

Note : Calculation has been done based on the cost centre of the employees, work from home is not considered

Leadership Indicators

1. **Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference: Question 1 of Essential Indicators above):**

   Not applicable

2. **Provide the following information on CSR projects undertaken by your entity in designated aspirational districts as identified by government bodies:**

Sr. No.	State	Aspirational District)	Amount Spent in ()
The Company has not undertaken any CSR projects in designated aspirational districts as identified by the government bodies during the current financial year			

3. (a) **Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? (Yes/No)**

   Yes

   (b) **From which marginalized /vulnerable groups do you procure?**

   Women owned, Disabled/Veteran/LGBTQ owned

   (c) **What percentage of total procurement (by value) does it constitute?**

   1% current spend directed via diverse suppliers

   (Supplier count - women owned - 55, Disabled/Veteran/ LGBTQ owned - 7)

4. **Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current financial year), based on traditional knowledge:**

SL. No.	Intellectual property based on traditional knowledge	Owned / Acquired (Yes/ no)	Benefit shared (Yes/No)	Basis of calculating benefit share
Not Applicable				

5. **Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved.**

SL. No.	Name of authority	Brief of the case	Corrective action taken
Not Applicable			

6. **Details of beneficiaries of CSR Projects:**

SL. No.	CSR Project	No of persons benefitted from CSR projects	% of beneficiaries from vulnerable and marginalized groups
1	Pehlay Akshar Foundation (Students)	18,645	100%
2	Pehlay Akshar Foundation (Teachers)	3,754	100%
3	Library Setup	3,000	100%
4	ESD Program (Employability Skills Development Program)	2,500	60%
5	Digital Shiksha 101	400	80%
6	FDP Program (Faculty Development Program)	150	100%
7	GDA (General Duty Assistant)	140	100%
8	SheInspires Women Hackathon	1,600	100%
9	Pink Rickshaw Project	277	Mostly all the beneficiaries are from marginalized groups.
10	Menstrual Health (Swasthya-Samruddhi)	6,000	100%
11	Blanket Donation (Bengaluru + Hyderabad)	1,200	100%
12	Clean Drinking Water	1,500	100%
13	Community Outreach	900	100%

Principle 9 **Businesses should engage with and provide value to their consumers in a responsible manner.**

Essential Indicators

1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback.

At Zensar, client complaints are managed through our Escalation Management process, which systematically addresses and resolves escalations at various levels to improve client experience and satisfaction. This process also facilitates trend analysis and ensures root causes are promptly identified and corrected. We utilize a centralized system to register customer complaints, notifying all relevant stakeholders. This system supports the creation of detailed action plans, assigns ownership, and monitors progress. An accountable escalation manager oversees these actions until resolution, ensuring stakeholders remain informed throughout the process.

- Our Annual Customer Experience Index remains in the top quartile (90^{th} Percentile in the Industry)
- Zensar's Ex-index has strengthened further, firmly positioned in the top quartile and continuing to inch closer to industry-leading benchmarks.
- Customer experience has improved significantly over the previous cycle, reaching an all-time high, with 96% of clients reporting "Delighted" or "Pleased" with Zensar's service delivery.
- Value delivered through innovation is nearing best-in-class performance, demonstrating tangible impact for clients.
- Business domain understanding is close to industry-best levels, reinforcing strong client confidence in Zensar's business acumen.
- Strategic and advisory perception are aligned with industry norms.
- Continuous Listening scores have exceeded the target by 380 basis points, underscoring Zensar's commitment to responsive, clientcentric engagement.

2. Turnover of products and/ services as a percentage of turnover from all products / service that carry information about:

	As a percentage to total turnover
Environmental and social parameters relevant to the product	As Zensar operates outside the realm of product sales and product-related services, this aspect does not apply to our business model.
Safe and responsible usage	
Recycling and/or Safe Disposal	

3. Number of consumer complaints in respect of the following:

	FY 2025-26			FY 2024-25		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	0	0	None	0	0	None
Advertising	0	0		0	0	
Cyber-security	0	0		0	0	
Delivery of essential services	0	0		0	0	
Restrictive Trade Practices	0	0		0	0	
Unfair Trade Practices	0	0		0	0	
Others	0	0		0	0	

4. Details of instances of product recalls on account of safety issues:

Aspect	Number	Reason for Recall
Voluntary recall /Mock recall	As Zensar operates outside the realm of product sales and product-related services, this aspect does not apply to our business model	
Forced recall		

5. Does the entity have a framework/ policy on cyber security and risks related to data privacy? (Yes/No) If available, provide a web-link of the policy.

Yes; https://www.zensar.com/privacy-notice/

Data Privacy Policy: https://www.zensar.com/assets/files/77mFJHTB167DyWnmEhxyzp/Zensar-Data-Privacy-Policy-V2.0.pdf

Information Security Management System Policy - https://www.zensar.com/assets/files/2wzXTX1XoNyhFed8mCpk5G/ISMS-Policy-V1.0.pdf

6. Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty / action taken by regulatory authorities on safety of products / services.

Since there are no complaints, corrective actions are not required.

7. Provide the following information relating to data breaches:

- **Number of instances of data breaches**

  None

- **Percentage of data breaches involving personally identifiable information of customers**

  None

- **Impact, if any, of the data breaches**

  None

Leadership Indicators

1. Channels / platforms where information on products and services of the entity can be accessed.

https://www.zensar.com/ (Company's Website)

2. Steps taken to inform and educate consumers about safe and responsible usage of products and/or services.

Zensar does not engage directly with consumers, as we do not deal in product sales or product-related services. Therefore, this is not applicable to our business model.

3. Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services.

Zensar has implemented a robust, organization-wide Business Continuity and Disaster Recovery framework, certified under ISO 22301 for its India locations. This mechanism ensures that potential disruption scenarios are proactively identified and addressed through well-defined mitigation strategies.

4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief.

Not applicable

Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)

Yes, Zensar conducts customer satisfaction surveys to understand customer expectations, evaluate experiences, and assess the strength of our relationships. Feedback from these surveys is closely monitored, with necessary improvements identified and tracked to ensure timely resolution. Our Annual Customer Experience Index remains in the top quartile (90^{th} Percentile in the Industry) in FY 2025-26.

- Customer experience has improved significantly over the previous cycle, reaching an all-time high, with 96% of clients reporting "Delighted" or "Pleased" with Zensar's service delivery.
- Continuous Listening scores have exceeded the target by 380 basis points, underscoring Zensar's commitment to responsive, clientcentric engagement.

Independent Assurance Opinion Statement

To Board of Directors of Zensar Technologies Limited.

Holds Statement No.: SRA 846032 -1

The British Standards Institution (BSI) has conducted a sustainability data assurance activity on the sustainability information (described in the "Scope" below) broadly covered in the Business Responsibility and Sustainability Report (BRSR Core KPI's) for FY 2025-26 and other non-financial KPIs mapped with GRI topic standards for the period of 1st April 2025 to 31st March 2026 for Zensar Technologies Limited (ZTL).

Scope

The scope of engagement agreed upon with Zensar Technologies Limited (ZTL) includes the following:

The assurance covers the information of the following subject matters in the Business Responsibility and Sustainability Report (BRSR Core KPI's) for the reporting period of 1st April 2025 to 31st March 2026 (FY 2025-26).

- Green-house gas (GHG) footprint - P6:E7
- Water footprint - P6:E3 and P6:E4
- Energy footprint - P6:E1
- Embracing circularity - P6:E9
- Enhancing Employee Wellbeing and Safety - P3:E1(C), P3:E11
- Enabling Gender Diversity in Business - P5:E3(B), P5:E7
- Enabling Inclusive Development - P8:E4, P8:E5
- Fairness in Engaging with Customers and Suppliers - P9:E7, P1:E8
- Open-ness of business - P1:E9

The selected information's are reported in accordance with Business Responsibility and Sustainability Report (BRSR Core KPI's).

The details of subject matters and their boundaries within the scope is described in Appendix A and Appendix B in this independent assurance opinion statement.

The assurance also covers the non-financial information of the following subject matters for the FY 2025-2026; the scope only includes the information provided under below disclosures (broadly quantitative in nature).

Subject Matter	GRI Mapping	Parameter
General Disclosure 2021	GRI 2-1,2,3,7	Organizational detail, boundary of reporting, reporting period and employee strength
GHG Emissions 2016	GRI- 305-3	Other indirect emissions (Scope-3 emissions)
Employment 2016	GRI 401-1,3	New hire, turnover rate, parental leaves and benefits
Occupational health and safety 2018	GRI 403-9,10	Work related injuries (LTIFR, fatalities, etc.), work related ill-health
Training and Education 2016	GRI 404-1,3	Average training hours per year per employee, skill based and other trainings, percentage of employees covered under regular performance and career development reviews
Non-Discrimination 2016	GRI 406-1	Incident of discrimination and corrective actions taken

Note:

The scope does not cover review of the sustainability report, above GRI reference is given since organization has referred GRI universal standards 2021(with reference) while developing their ESG information.

Other GRI KPIs such as GRI-302-1,3, GRI-303-3,4,5, GRI-305-1,2,4, GRI-306-3,4,5 was covered under reasonable assurance engagement as they are common with BRSR core KPIs as per BRSR annexure-1.

Opinion Statement for other sustainability KPIs mapped with GRI topic standard:

We have conducted a limited assurance engagement on the non-financial sustainability information described in the "Scope" above for FY 2025-2026 covering quantitative disclosures mainly.

"In our opinion, based on the procedures performed and evidence obtained, no matter(s) has come to the attention of the assurer that causes the assurer to believe that the subject matter information is not prepared, in all material respects, in accordance with the applicable criteria for the FY 2025-2026."

Opinion Statement for BRSR core KPIs

We have conducted a reasonable assurance engagement on the sustainability information described in the "Scope" above (BRSR for FY 2025-26 covering core KPIs mentioned in Annexure-I: format of BRSR core, provided by SEBI, covering disclosures on Green-house gas (GHG) footprint, Water footprint, Energy footprint, Embracing Circularity, Enhancing Employee Wellbeing and Safety, Enabling Gender Diversity in Business, Enabling Inclusive Development, Fairness in Engaging with Customers and Suppliers, Open-ness of business).

In our opinion, the accompanying sustainability information is fairly presented, in all material aspects, in accordance with the Business Responsibility and Sustainability Report (BRSR Core KPI's) for the reporting period 1st April 2025 to 31st March 2026.

Methodology

Our assurance engagements were carried out in accordance with ISAE3000 (Revised) assurance standard following the principles of Integrity, Objectivity, Professional competence and due care, Confidentiality, and Professional behaviour. ISO 14064-3:2019 assurance standard is used for information related to GHG statement. Our work was designed to gather evidence on which to base our opinion conclusions.

We undertook the following activities:

- Assessment of the organization's reporting and management processes concerning this reporting against the principles of relevance, completeness, reliability, neutrality, understandability.
- Data verification on reasonable level (and limited level wherever applicable) sampling including asking for internal controls and implementation of internal controls(wherever applicable), SOPs for data gathering and reporting mechanism.
- Interviews with staffs involved in sustainability management, BRSR report preparation and ESG data management and calculation of final numbers.
- Document review of relevant systems, policies, and procedures wherever available.
- Review of supporting evidence for claims made in the reports.

- Traceability of information from the origin and testing at site for measurement procedures
- Review of data pertaining to the sampled units of ZTL, to confirm the data collection processes, record management practices, and check BRSR Core KPI's physically and through virtual mode.
- Materiality threshold of 5% was considered while performing the assurance activity during the sampling and conclusion formation.

Responsibility

Zensar technologies Limited (ZTL) is responsible for the preparation and fair presentation of the sustainability information in accordance with the agreed criteria. BSI is responsible for providing an independent assurance opinion statement to stakeholders giving our professional opinion based on the scope and methodology described.

Independence, Quality Control and Competence

BSI is independent to Zensar Technologies limited (ZTL) and has no financial interest in the operation of Zensar Technologies limited (ZTL), other than for the assurance of the sustainability statements contained in the Business Responsibility and Sustainability Report (Core KPIs) and other non-financial sustainability data mapped with relevant topic standards covered under GRI standards(universal standards 2021).

This independent assurance opinion statement has been prepared for the stakeholders of Zensar Technologies limited (ZTL), only for the purposes of verifying its statements relating to its environmental, social and governance (ESG) KPI's as required in scope defined above, also detailed in Appendix-A(reasonably assured information).

This independent assurance opinion statement is prepared on the basis of review of information provided to BSI by Zensar Technologies limited (ZTL). In making this independent assurance opinion statement, BSI has assumed that all information provided to it by Zensar Technologies limited (ZTL) is true, accurate and complete. BSI accepts no liability to any third party who places reliance on this statement.

BSI applies its own management standards and compliance policies for quality control, in accordance with ISO/IEC 17021-1:2015 and accordingly maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

BSI is a leading global standards and assessment body founded in 1901. The BSI assurance team has extensive experience in conducting verification over environmental, social and governance (ESG), GRI Universal Standard 2021, AA1000AS, ISO10002, ISO 14001, ISO 45001, ISO 14064, ISO 14067, ISO 14068, ISO 50001, and ISO 9001, etc. The assurance is carried out in line with the BSI Fair Trading Code of Practice.

Issue Date: 08-06-2026

For and on behalf of BSI:

Ishan Mehrotra, Lead Assurer

Emmanuel Herve, Managing Director,
South & South East Asia (S&SEA)

The British Standards Institution
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Appendix A

Sr. No.	Attribute	Parameter	Unit of Measurement	Final Value	Cross Reference to BRSR
1	GHG Emissions	Total Scope-1 Emissions	tCO2e	546.43	P6-E7
		Total Scope-2 Emissions	tCO2e	1,080.33	
		GHG Emission Intensity (Scope 1 +2)	Total Scope 1 and Scope 2 emissions (tCO2e) / Total Revenue from Operations adjusted for PPP: tCO2e/million USD (PPP adjusted revenue from operations)	0.58	
		GHG Emission Intensity (Scope 1 +2)	Total Scope 1 and Scope 2 emissions (tCO2e) / Employee Headcount tCO2e/ Employee Headcount (Employee headcount as on 31st March 2026)	0.15	
2	Water Footprint	Surface water	KL	Nil	
		Groundwater	KL	Nil	
		Third party water	KL	19,386.0	
		Seawater / desalinated water	KL	Nil	
		Others	KL	Nil	
		Total water withdrawal	KL	19,386.0	
		Total water consumption	KL	17,822.17	P6-E3, E4
		Water consumption intensity	KL/million USD (PPP adjusted revenue from operations)	6.37	
		Water consumption intensity	KL/ Employee Headcount (Employee headcount as on 31st March 2026)	1.65	
		Water Discharge by destination and levels of Treatment (tertiary treatment)	KL	1,563.83	
3	Energy Footprint	Total Energy Consumed	GJ	19,815.17	P6-E1
		Percentage of energy consumed from renewables	%	60.16%	
		Energy Intensity	GJ / million USD (PPP adjusted revenue from operations)	7.09	
		Energy Intensity	GJ / Employee Headcount (Employee headcount as on 31st March 2026)	1.84	
4	Embracing circularity -details related to waste management by the entity	Plastic waste (A)	MT	0.10	P6-E9
		E-waste (B)	MT	12.05	
		Bio-medical waste (C)	MT	-	
		Construction and demolition waste (D)	MT	595.68	
		Battery waste (E)	MT	30.00	
		Radioactive waste (F)	MT	-	
		Other Hazardous waste. Please specify, if any. (G) (oil)	MT	0.43	
		Other Non-hazardous waste generated (H).	MT	40.40	
		Total waste generated ((A+B + C + D + E + F + G + H)	MT	678.66	

Sr. No.	Attribute	Parameter	Unit of Measurement	Final Value	Cross Reference to BRSR
		Waste intensity	MT/million USD (PPP adjusted revenue from operations)	0.24	
		Waste intensity	MT/tonne of product output	Not Applicable	
		Waste intensity	MT/Employee Headcount (Employee headcount as on 31st March 2026)	0.06	
		For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations	MT recycled	82.98	
			Intensity (recycled/total generated)	0.12	
		For each category of waste generated, total waste disposed by nature of disposal method – other disposal options	Landfilling (MT)	595.68	
			Intensity (other disposal option/total generated)	0.87	
5	Enhancing Employee Wellbeing and Safety	Spending on measures towards well being of employees and workers (including permanent and other than permanent)	Cost incurred on well-being measures as a % of total revenue of the company	2.91%	P3- E1(C) P3- E11
		Details of safety related incidents for employees and workers (including contract-workforce)	Safety Incidents: Permanent Disability	Nil	
			Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Nil	
			No. of fatalities	Nil	
6	Enabling gender diversity in business	Gross wages paid to females as % of wages paid (permanent, other than permanent-employee and workers)	In % age terms	24.03%	P5-E3(b), E7
		Complaints on POSH (including permanent and other than permanent)	Total Complaints on Sexual Harassment (POSH) reported	3	
			Complaints on POSH as a % of female employees/ workers	0.094%	
			Complaints on POSH upheld	3	

Sr. No.	Attribute	Parameter	Unit of Measurement	Final Value	Cross Reference to BRSR
7	Enabling inclusive development	Input material directly sourced from MSMEs/ small producers from within India, as percentage of total purchase (Viz., raw material, spares, services, capex procurement items etc.)	In % terms -As % of total purchases by value	11%	P8-E4, E5
		Directly from within India	In % terms -As % of total purchases by value	71%	
		Job creation in smaller towns -Wages paid to persons employed in smaller towns (permanent or other than permanent) as % of total wage cost	In % terms -As % of total wage cost	Metropolitan – 100%	
8	Fairness in Engaging with Customers and Suppliers	Instances involving loss/ breach of data of customers as a percentage of total data breaches or cyber security events	Nos.	0	P9-E7 P1-E8
		Number of days of accounts payable	Days	28	
9	Openness of business	Concentration of purchases and sales done with trading houses, dealers/distributors	Purchases from trading houses as % of total purchases	Nil	P1-E9
			Number of trading houses where purchases are made from		
			Purchases from top 10 trading houses as percentage of total purchases from trading houses		
			Sales to dealers / distributors as % of total sales	Nil	
			Number of dealers / distributors to whom sales are made		
			Sales to top 10 dealers / distributors as % of total sales to dealers / distributors		

Sr. No.	Attribute	Parameter	Unit of Measurement	Final Value	Cross Reference to BRSR
		Share of RPTs (as respective %age) in	Purchases with related parties / Total Purchases	0.013	
			Sales to related parties / Total Sales	Nil	
			Loans & advances given to related parties / Total loans & advances	Nil	
			Investments in related parties / Total Investments made	Nil	

Important Notes:

1- *Under contractual workers- the housekeeping, security and workers for construction expansion are not considered in respective KPIs linked to it.*

2- *For job creation KPI, the calculation has been done based on the cost centre of the employees, work from home is not considered.*

3- *For gross wages paid to females KPI- only permanent employees are considered.*

4- *Under wellbeing KPI- Cost incurred on measures like Health Insurance, Dental Insurance, Vision Insurance, Maternity, Paternity, SIC/NIC/LIC Premium, Mental wellbeing or counselling sessions, AHC (Annual Health Checkup), EAP (Employee Assistance Program) is considered.*

5- *For locations which are immaterial in terms of employee strength, the data is not considered for the compilation (threshold is less than 10 employee working)*

6- *Scope-2 emissions are reported under market-based mechanism. For FY 2026, the total Scope 2 emission (location based) is 3286.8 tCO2e(electricity for overseas facilities are considered under upstream leased within scope-3)*

7- *For emissions calculations- IPCC, UK Defra, Supply chain GHG emission factor and CEA databases are used.*

8- *For LTI calculations, only permanent employees are considered.*

*** While responding to BRSR core KPIs, organization has also referred to latest SEBI circular, dated 20th Dec.'2024, ref: SEBI/HO/CFD/CFD-PoD-1/P/CIR/2024/177.*

PPP rate for India is INR 20.34 and same can be accessed at: PPP reference link

Appendix B: List of locations included in the assurance boundary:

S. No.	Region	Country	City	Office Locations
1	India	India	Pune	Zensar Technologies Ltd. (Corporate Headquarters) Plot #4, MIDC, Off Nagar Road, Zensar Knowledge Park, Kharadi, Pune 411 014,Maharashtra, India.
2	India	India	Hyderabad	Zensar Technologies Ltd. Hyderabad DLF Office Part of 1st Floor, Block 3, DLF Assets Pvt Ltd, DLF Cyber City, Gachibowli Village, Serilingampalli Mandal, Hyderabad 500019, Telangana, India.
3	India	India	Kolkata	Zensar Technologies Ltd. 12th Floor, Office No. 1203A, P S Srijan Tech Park, DN52, Street Number 11, DN Block, Sector V, Bidhannagar, Kolkata - 700091, West Bengal, India
4	India	India	Pune	M3BI India Private Ltd. 2nd Floor, Unit C 307, Teerth Technospace, Survey no 103, off Mumbai Bangalore Highway, Baner, Pune – 411045
5	India	India	Mumbai	Zensar Technologies Mumbai (Zensar Technologies Ltd.) Magnet House, Ballard Estate, Norottam Morarjee Marg, Ballard Estate, Mumbai, Maharashtra 400001
6	India	India	Chennai	Zensar Technologies Ltd. (Satelite office) INNOV8, Millenia Business Park, Campus –1A, 9/1A, 2nd F 2nd Floor, MGR Main Road, Kodandarama Nagar, Perungudi, Chennai, Tamil Nadu, 600096
7	India	India	Bangalore	Zensar Technologies Ltd. 6th and 7th Floor, Shilpa Ananya Tech Park, Electronic City Phase-1, Konappa, Begur Hobli, Bengaluru - 560100, Karnataka, India
8	UK/EU	UK	London	Foolproof Limited, United Kingdom Foolproof (A Zensar Company) 45 Folgate Street Spitalfields E1 6GL Phone: +44 (0)20 7539 3840
9	UK/EU	Netherlands	Amsterdam	Zensar Information Technologies B.V. Keizersgracht 62, 1015CS Amsterdam
10	UK/EU	Austria	Vienna	Zensar Technologies UK Ltd B 1202 Campus 1, Twin Tower Wienerbergstrasse 11 1100 Vienna

S. No.	Region	Country	City	Office Locations
11	UK/EU	Switzerland	Genève	Zensar Technologies UK Ltd Rue Adrien-Lachenal 26, 1207, Genève
12	UK/EU	UK	Norwich	Zensar Technologies UK Ltd 22 Wensum Street, Norfolk, NR3 1HY Phone: +44 (0)20 7539 3840
13	UK/EU	Poland	Warszawa	Zensar Technologies UK Ltd ul. Inflancka 4, 00-189 Warszawa
14	UK/EU	Germany	München	Zensar Technologies GmbH. Lindwurmstr. 114, 80337 München
15	UK/EU	Ireland	Dublin	Zensar Technologies UK Limited 3rd Floor, Ulysses House, Foley Street DUBLIN, Ireland
16	UK/EU	Serbia	Novi Beograd	Zensar Technologies doo Beograd 10th floor, Airport City, Omladinskih Brigada 90E, Novi Beograd
17	North America	United States	Chicago	Zensar Technologies Inc., 220 N. Green St, Office 351, Chicago IL 60607
18	North America	Mexico	Mexico City	Keystone Logic Mexico, AV. INSURGENTES SUR No. 859-202, COL. NAPOLES, DEL. BENITO JUAREZ, 03810, CIUDAD DE MEXICO, CDMX, Mexico
19	North America	United States	Dallas	Zensar Technologies Inc. USA,3030 Lyndon B Johnson Freeway Suite #230 Dallas, TX 75234
20	North America	United States	Durham	Zensar Technologies Inc. 430 Davis Drive, Suite 140, Morrisville, NC
21	North America	United States	Milpitas	Zensar Technologies Inc. 430 N. McCarthy Blvd., Milpitas, CA 95035
22	North America	Canada	Ottawa	Zensar Technologies (Canada) Inc. 343 Preston, Suite 1135 Ottawa Canada, K1S 1N4
23	North America	United States	Princeton	Zensar Technologies Inc. New Jersey: 2 Research Way, First Floor Princeton NJ 08540 Phone:+1-609-452-1414

S. No.	Region	Country	City	Office Locations
24	North America	United States	San Diego	Zensar Technologies Inc 750 B Street, Suite 2500, San Diego, CA 92101
25	North America	United States	Scottsdale, Arizona	M3BI LLC , Global Headquarters 6929 East Greenway Parkway, STE 190, Scottsdale, AZ, USA
26	North America	United States	Seattle	Zensar Technologies Inc Zensar Technologies (Indigo Slate HQ), 316 Second Ave South, Seattle, WA 98104
27	South America	Colombia	Bogota	Zensar Colombia SAS, Calle 100 9A - 45 Torre 2 Oficina 603 – Bogotá - Colombia
28	Africa	South Africa	Johannesburg -Sandton	Zensar (South Africa) Pty Ltd. Ground Floor, 155 West Street, Sandton, South Africa 2031
29	Africa	Kenya	Nairobi	Zensar Technologies Ltd. EDEN SQUARE 7th floor Block 1, Chiromo Road P O Box 856 00606, Nairobi, Kenya
30	Africa	South Africa	Cape Town	Zensar (South Africa) Pty Ltd. Unit E2, Mayfair Square, Century Way, Century City, Cape Town, 7441
31	Australia	Australia	Sydney	Zensar Technologies Limited. (Branch Australia) Level 17, 383 Kent street, Sydney, NSW 2000.
32	APAC	Singapore	Singapore	Zensar Technologies (Singapore) Pte. Ltd. 600, North Bridge Road, #23-01 Parkview Square, Singapore188778.