

ESG Factsheet 2025-26



Economics

Table 1: Direct and Indirect Economic Value Generated (in INR Mn) (GRI 201-1,4)

Direct Economic Value Generated (A)	FY 2022-23	FY 2023-24	FY 2024-25	FY 2025-26
Revenue (through core business segments)	48,482	49,019	52,806	56,874
Other Income (through other sources)	643	1,583	1,963	2,069
Total	49,125	50,602	54,769	58,943

Economic Value Distributed (B)	FY 2022-23	FY 2023-24	FY 2024-25	FY 2025-26
Operating cost	4,675	3,200	4,252	4,015
Personnel expenses (wages + benefits)	38,285	37,102	40,386	43,697
Exceptional item – Statutory Impact of new labor code	NA	NA	NA	249
Interest charges	279	209	173	121
Taxes and royalties (given to various Govt. wherever business units are located) - Taxes expenses	1,165	2,108	2,079	2,471
Dividends (payments to capital providers)	1,132	1,246	2,041	3,043
Community development / CSR investments	72	80	98	118
Total	45,608	43,945	49,029	53,714
Economic Value Added (A-B)	3,517	6,657	5,740	5,229

Environment

Emission

Table 2: Greenhouse Gas Emissions, Scope 1, Scope 2 and Scope 3 (GRI 305-1, 305-2, 305-3)

Greenhouse Gas Emissions (Scope 1, 2 & 3)	Unit	Boundary	FY 2022-23	FY 2023-24	FY 2024-25	FY 2025-26
Direct Greenhouse Gas Emissions (Scope 1)						
Total direct GHG emissions	tCO ₂ e	Global	341.0	487.0	469.1	546.4
Data coverage	%	Global	100	100	100	100
Indirect Greenhouse Gas Emissions (Scope 2)						
Location-based*	tCO ₂ e	Global	4,206.9	3,884.4	3,540.3	3,286.8
Market-based*	tCO ₂ e	Global	3,399.5	2,459.0	1,388.8	1,080.3
Data coverage	%	Global	100	100	100	100
Total scope 1 & 2*	tCO₂e		3,740.6	2,946.0	1,857.9	1,626.7
Indirect Greenhouse Gas Emissions (Scope 3)						
Total scope 3 emissions	tCO₂e	Global	7,879.7	7,810.3	6,043.5	5,213.3

*Zensar's Scope 2 emission reduction targets are based on market-based emissions.

Table 3: Break-up of Greenhouse Gas Emissions, Scope 1, 2 & 3

Greenhouse Gas Emissions (Scope 1, 2 & 3) – tCO₂e

Scope	Boundary	FY 2022-23	FY 2023-24	FY 2024-25	FY 2025-26	Emissions calculation and inclusion (DEFRA, EEIO etc.)
Scope 1	Global	341.0	487.0	469.1	546.4	IPCC
Scope 2 – Location based*	Global	4,206.9	3,884.4	3,540.3	3,286.8	IPCC, CEA
Scope 2 – Market based*	Global	3,399.5	2,459.0	1,388.8	1,080.3	IPCC, CEA
Scope 3 – Category						
Purchased goods and services	Global	2,989.0	2,965.0	2,360.9	1,922.2	Supply Chain GHG Emission Factors for US Commodities v1.2
Capital goods	Global	831.3	199.0	603.7	454.7	Supply Chain GHG Emission Factors for US Commodities v1.2
Fuel and energy related activities	Global	622.0	453.2	258.9	203.1	Defra
Upstream transportation and distribution	Global	3.6	0.003	1.9	2.6	Defra
Waste generated in operations	Global	1.2	2.5	0.9	1.0	Defra
Business travel	Global	1,841.1	2,412.8	1,613.3	1,526.1	Defra
Employee commuting	Global	880.3	1,053.6	627.5	301.7	Defra
Upstream Leased Asset	Global	495.9	401.0	253.4	212.4	Defra, CEA, and Country specific electricity Grid GHG emission factors
Upstream Leased Asset (vehicles)	Global	215.3	323.1	322.5	589.6	Defra
Total Scope 3 emissions	Global	7,879.7	7,810.3	6,043.5	5,213.3	
Total Scope 1, 2 & 3 Emission	Global	11,619.9	10,756.3	7,901.4	6,840.0**	

*Zensar's Scope 2 emission reduction targets are based on market-based emissions.

**Scope 2 market-based emissions are considered for total emissions calculation.

Table 4: Air Emissions Other than GHG Emissions (GRI 305-6, 305-7)

Parameter	Unit	Boundary	FY 2022-23	FY 2023-24	FY 2024-25	FY 2025-26
Ozone-Depleting Substances (ODS)	Kg	India	294.8	446.3	417.9	509.6
CFC-R22	Kg	India	114.6	86.2	84.3	73.5
CFC-R32	Kg	India	-	-	-	1.0
HFC-R410a	Kg	India	57.7	126.9	171.5	223.4
HFC-R407c	Kg	India	40.6	157.5	139.2	120.1
HFC-R134a	Kg	India	81.9	75.6	22.9	91.6
SOx	Tonnes/per annum	Owned facilities	0.04	0.02	0.07	0.03
NOx	Tonnes/per annum	Owned facilities	0.05	0.05	0.09	0.04
Particulate matter (PM) (PM2.5)	Tonnes/per annum	Owned facilities	0.01	0.01	0.01	0.003

Energy Consumption

Table 5: Energy Consumption by Source (GRI 302-1, 302-2)

Total energy consumption from electricity	Unit	Boundary	FY 2022-23	FY 2023-24	FY 2024-25	FY 2025-26
Total non-renewable energy consumption	GJ	Global	20,207.6	16,197.7	9,509.0	7,790.7
Total renewable energy consumption	GJ	Global	4,449.5	7,443.9	11,275.7	11,763.2
Renewable energy	%	Global	17.9	31.5	54.3	60.2
Data coverage	%	Global	100%	100%	100%	100%

Table 6: Renewable Energy FY 2025-26

Geo Locations	Total Renewable Energy Consumption MWh
India	3,107.6
UK	159.9
Grand Total	3,267.5

Table 7: On-premises Data Centre Energy Consumption

	Unit	Boundary	FY 2022-23	FY 2023-24	FY 2024-25	FY 2025-26
Average PUE (Power Usage Effectiveness)	–	Owned facilities	1.58	1.62	1.58	1.66
Total energy used	KWH	Owned facilities	841,071	875,921	702,308	709,994
Percentage of renewable energy (of total energy)	%	Owned facilities	12.6%	30.6%	64.8%	72.4%

Water Consumption

Table 8: Water Withdrawal, Discharge and Consumption (GRI 303-3, 303-4, 303-5)

	Unit	Boundary	FY 2022-23	FY 2023-24	FY 2024-25	FY 2025-26
Water withdrawal (A)	KL	Global	22,989.4	20,097.9	21,020.4	19,385.9
Water discharge (B)	KL	Global	0	0	2,229.2	1,563.8
Total net freshwater consumption (A-B)	KL	Global	22,989.4	20,097.9	18,791.3	17,822.1
Data coverage	%	Global	100	100	100	100

Waste Generated During Operations

Table 9: Waste Generation (GRI 306-3)

Waste Categories	Unit	Boundary	FY 2022-23	FY 2023-24	FY 2024-25	FY 2025-26
Plastic waste	Metric Tonnes	Global	0.3	0.2	6.9	0.1
E-waste	Metric Tonnes	Global	2.4	53.4	27.5	12.1
Construction and demolition waste	Metric Tonnes	Global	0	0	0	595.7
Hazardous waste	Metric Tonnes	Global	1.9	15.8	64.1	30
Other Non-hazardous waste	Metric Tonnes	Global	25.7	228.1	51.9	40.4
Other Hazardous waste	Metric Tonnes	Global	0.4	0.4	0.8	0.4
Grand Total	Metric Tonnes	Global	30.7	297.8	151.1	678.7

Table 10: Waste Disposal Methods (GRI 306-4, 306-5)

Categories	Unit	Boundary	FY 2022-23	FY 2023-24	FY 2024-25	FY 2025-26
Total waste recycled	Metric Tonnes	Global	30.7	297.8	151.1	82.9
Waste recovered through other operations – Reused	Metric Tonnes	Global	0	0	0	0
Total waste disposed	Metric Tonnes	Global	0	0	0	595.7
Waste landfilled	Metric Tonnes	Global	0	0	0	595.7

Social

Workforce Breakdown (GRI 2-7)

Table 11: Workforce Breakdown by Employee Category (Global)

By Employee Category	FY 2025-26			FY 2024-25			FY 2023-24			FY 2022-23		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Junior management	4,437	2,316	6,753	4,363	2,234	6,597	4,291	2,289	6,580	4,300	2,275	6,575
Middle management	2,298	597	2,895	2,288	616	2,904	2,241	602	2,843	2,055	527	2,582
Senior management	160	20	180	159	17	176	144	16	160	144	15	159
Trainees	135	103	238	181	117	298	66	40	106	453	233	686
Retainers and Subcontractors	552	161	713	538	189	727	497	163	660	446	115	561
Total	7,582	3,197	10,779	7,529	3,173	10,702	7,239	3,110	10,349	7,398	3,165	10,563

Table 12: Workforce Breakdown by Employment Type (Global)

By Employment Type	FY 2025-26			FY 2024-25			FY 2023-24			FY 2022-23		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent	7,030	3,036	10,066	6,991	2,984	9,975	6,742	2,947	9,689	6,952	3,050	10,002
Temporary	552	161	713	538	189	727	497	163	660	446	115	561
Total	7,582	3,197	10,779	7,529	3,173	10,702	7,239	3,110	10,349	7,398	3,165	10,563

Table 13: Workforce Breakdown by Country

By Country	FY 2025-26			FY 2024-25			FY 2023-24			FY 2022-23		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
India	6,218	2,717	8,935	5,972	2,550	8,522	5,669	2,474	8,143	5,722	2,573	8,295
US	849	285	1,134	1,020	388	1,408	1,021	381	1,402	1,050	330	1,380
UK (Europe)	318	80	398	328	105	433	340	129	469	386	133	519
SA	192	113	305	203	121	324	208	121	329	238	126	364
ROW	5	2	7	6	9	15	1	5	6	2	3	5
Total	7,582	3,197	10,779	7,529	3,173	10,702	7,239	3,110	10,349	7,398	3,165	10,563

Table 14: Workforce Breakdown by Age - Permanent Employees (Global)

By Age	FY 2025-26			FY 2024-25			FY 2023-24			FY 2022-23		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Under 30 years old	1,889	1,212	3,101	1,743	1,180	2,923	1,705	1,237	2,942	2,401	1,666	4,067
30-50 years old	4,631	1,743	6,374	4,801	1,724	6,525	4,629	1,634	6,263	4,214	1,326	5,540
Over 50 years old	510	81	591	447	80	527	408	76	484	337	58	395
Total	7,030	3,036	10,066	6,991	2,984	9,975	6,742	2,947	9,689	6,952	3,050	10,002

Table 14a : Average Tenure of Workforce by Gender – Years (Global)

By Tenure	FY 2025-26			FY 2024-25			FY 2023-24			FY 2022-23		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
By Tenure	4.2	3.6	4.1	4.2	3.5	4.03	4.2	3.4	4.0	3.8	3.0	3.6

Table 14b: Workforce Breakdown by Age-Temporary Employees (Global)

By Age	FY 2025-26			FY 2024-25			FY 2023-24			FY 2022-23		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Under 30 years old	66	43	109	64	42	106	72	43	115	77	30	107
30-50 years old	395	100	495	392	129	521	366	104	470	316	72	388
Over 50 years old	91	18	109	82	18	100	59	16	75	53	13	66
Total	552	161	713	538	189	727	497	163	660	446	115	561

Workforce Breakdown – US Workforce (GRI 2-7)

Table 15: Share in total workforce (as % of total workforce)

	US Workforce	Total Workforce	% of Total Workforce
Employees	1,134	10,779	10.5%

Table 16: Share in all Management Positions – US Workforce

By Employee Category	Overall Employees	USA Employees	% of USA Management workforce
Junior management	6,753	296	4.3%
Middle management	2,895	371	12.8%
Senior management	180	59	32.7%
Trainees	238	0	0.0%
Retainers and Subcontractors	713	408	57.2%
Total	10,779	1,134	10.5%

Table 17: US Workforce Breakdown: Race

Race	FY 2025-26
Asian	75%
Black	3%
Black or African American	1%
Hispanic or Latino	3%
Two or More Races	1%
Unknown Race	0.5%
White	17%

Note: Zensar monitors the racial composition of its permanent workforce in the United States, where such data collection is permitted, based on voluntary self-identification by employees.

Table 18: Workforce Breakdown: Women – (Global)

Diversity Indicator	FY 2025-26
Total women workforce	29.7%
Manager positions, including junior, middle and top management	29.8%
First level of management – Junior management	34.3%
Leadership team – Share of women in top management positions	8.2%
Management positions in revenue generating functions	20.9%
Women in STEM-related positions	29.0%
Target: Achieve 35% women in workforce by FY 2030	

Table 19: Trend of Employee Wellbeing, Employee Satisfaction Score

Core Focus	Unit	FY 2022-23	FY 2023-24	FY 2024-25	FY 2025-26	FY 2026-27 (Target)
	% of employees with top level of engagement, satisfaction, wellbeing, or employee Net Promoter Score (eNPS)	84	84	83	88	82 or higher
Data coverage	% of employees who responded to the survey	79%	82%	77%	73%	75%

Table 20: Employees Receiving Regular Professional and Career Development Reviews (GRI 404-3)
Coverage of performance reviews in FY 2025-26

Category	% reviewed
All employees	88.7%
Women employees	88.0%
Men employees	89.0%
Junior-level employees	89.3%
Middle-level employees	94.3%
Senior-level employees	95.6%

New Hires (GRI 401-1)
Table 21: New Hires by Management Category (Global)

By Employee Category	FY 2025-26			FY 2024-25			FY 2023-24			FY 2022-23		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Senior management	24	4	28	24	1	25	24	1	25	26	0	26
Middle management	375	99	474	403	104	507	443	133	576	480	128	608
Junior management	1,357	610	1,967	1,327	587	1,914	960	447	1,407	1,239	578	1,817
Trainees	146	111	257	188	128	316	67	41	108	351	229	580
Retainers and subcontractors	604	185	789	465	169	634	449	175	624	401	127	528
Total	2,506	1,009	3,515	2,407	989	3,396	1,943	797	2,740	2,497	1,062	3,559

Table 22: New Hires by Region (Global)

By Region	FY 2025-26			FY 2024-25			FY 2023-24			FY 2022-23		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
India	1,864	795	2,659	1,757	714	2,471	1,375	522	1,897	1,813	774	2,587
US	484	140	624	465	172	637	416	174	590	470	188	658
UK (Europe)	80	27	107	88	27	115	78	35	113	103	37	140
SA	69	41	110	90	67	157	73	63	136	109	62	171
ROW	8	6	14	7	9	16	1	3	4	2	1	3
Total	2,506	1,009	3,515	2,407	989	3,396	1,943	797	2,740	2,497	1,062	3,559

Table 23: New hires by Age (Global)

By Age	FY 2025-26			FY 2024-25			FY 2023-24			FY 2022-23		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Under 30 years old	1,077	553	1,630	893	525	1,418	635	377	1,012	1,104	636	1,740
30-50 years old	1,272	431	1,703	1,390	441	1,831	1,227	397	1,624	1,287	399	1,686
Over 50 years old	157	25	182	124	23	147	81	23	104	106	27	133
Total	2,506	1,009	3,515	2,407	989	3,396	1,943	797	2,740	2,497	1,062	3,559

Percentage of open positions filled by internal candidates (internal hires)

FY 2025-26	FY 2024-25	FY 2023-24	FY 2022-23
61%	60%	62%	61%

Turnover Rate (GRI 401-1)

Table 24: Employee Turnover Rate by Category (%) - Overall (Global)

By Employee Category	FY 2025-26			FY 2024-25			FY 2023-24			FY 2022-23		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Junior management	30.7%	27.1%	29.4%	26.6%	27.0%	26.7%	27.4%	24.8%	26.5%	41.2%	36.3%	39.6%
Middle management	20.1%	25.1%	21.2%	21.2%	22.2%	21.4%	20.4%	19.5%	20.2%	30.1%	28.1%	29.7%
Senior management	20.7%	21.6%	20.8%	11.2%	0.0%	10.1%	23.6%	12.9%	22.6%	24.7%	12.9%	23.6%
Total	26.9%	26.6%	26.8%	24.4%	26.2%	24.9%	25.0%	24.1%	24.7%	39.2%	37.4%	38.7%

Table 24a: Employee Turnover Rate by Category (%) – Voluntary (Global)

By Employee Category	FY 2025-26			FY 2024-25			FY 2023-24			FY 2022-23		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Junior management	11.1%	10.2%	10.8%	10.2%	10.7%	10.4%	11.4%	11.2%	11.3%	22.8%	21.9%	22.5%
Middle management	7.1%	9.4%	7.6%	9.4%	10.3%	9.6%	10.3%	10.8%	10.4%	18.7%	17.0%	18.4%
Senior management	9.4%	5.4%	9.0%	4.0%	0.0%	3.6%	11.1%	12.9%	11.3%	12.7%	12.9%	12.7%
Total	9.7%	10.0%	9.8%	9.6%	10.4%	9.9%	10.9%	11.1%	11.0%	19.9%	19.3%	19.7%

Table 25: Employee Turnover by Employment Type (%) - Overall (Global)

By Employee Type	FY 2025-26			FY 2024-25			FY 2023-24			FY 2022-23		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent	26.9%	26.6%	26.8%	24.4%	26.2%	24.9%	25.0%	24.1%	24.7%	39.2%	37.4%	38.7%
Temporary	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Total	26.9%	26.6%	26.8%	24.4%	26.2%	24.9%	25.0%	24.1%	24.7%	39.2%	37.4%	38.7%

Table 25a: Employee Turnover by Employment Type (%) – Voluntary (Global)

By Employee Type	FY 2025-26			FY 2024-25			FY 2023-24			FY 2022-23		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent	9.7%	10.0%	9.8%	9.6%	10.4%	9.9%	10.9%	11.1%	11.0%	19.9%	19.3%	19.7%
Temporary	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Total	9.7%	10.0%	9.8%	9.6%	10.4%	9.9%	10.9%	11.1%	11.0%	19.9%	19.3%	19.7%

Table 26: Employee Turnover by Region (%) - Overall (Global)

By Region	FY 2025-26			FY 2024-25			FY 2023-24			FY 2022-23		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
India	24.3%	21.8%	23.5%	23.2%	23.6%	23.3%	23.3%	22.3%	23.0%	39.9%	34.9%	38.4%
US	50.4%	65.2%	54.6%	31.5%	40.4%	34.1%	33.6%	26.0%	31.5%	38.0%	59.3%	43.5%
Europe	21.5%	43.0%	26.7%	21.7%	33.5%	25.0%	26.2%	27.1%	26.5%	30.1%	37.3%	32.1%
SA	38.8%	37.3%	38.2%	40.1%	41.3%	40.5%	39.4%	60.3%	47.1%	36.4%	37.4%	36.7%
ROW	50.0%	171.4%	127.3%	200.0%	25.0%	44.4%	300.0%	66.7%	125.0%	111.1%	133.3%	125.9 %
Total	26.8%	26.6%	26.8%	24.4%	26.2%	24.9%	25.0%	24.1%	24.7%	39.2%	37.4%	38.7%

Table 26a: Employee Turnover by Region (%) – Voluntary (Global)

By Region	FY 2025-26			FY 2024-25			FY 2023-24			FY 2022-23		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
India	9.6%	9.6%	9.6%	9.6%	10.1%	9.7%	10.2%	10.6%	10.3%	20.2%	18.2%	19.6%
US	9.7%	10.1%	9.8%	9.4%	8.8%	9.2%	14.2%	10.9%	13.3%	15.6%	22.0%	17.2%
Europe	9.4%	17.4%	11.4%	9.6%	21.7%	13.0%	12.5%	15.1%	13.2%	20.3%	27.4%	22.3%
SA	8.3%	7.9%	8.2%	13.1%	8.8%	11.6%	15.4%	20.1%	17.1%	26.7%	26.2%	26.5%
ROW	0.0%	0.0%	0.0%	200.0%	0.0%	22.2%	100.0%	66.7%	75.0%	66.7%	55.6%	59.3%
Total	9.6%	9.8%	9.8%	9.6%	10.4%	9.9%	10.9%	11.1%	11.0%	19.9%	19.3%	19.7%

Table 27: Employee Turnover by Age (%) - Overall (Global)

By Age	FY 2025-26			FY 2024-25			FY 2023-24			FY 2022-23		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Under 30 years old	31.2%	25.9%	21.9%	27.6%	28.3%	27.9%	29.6%	26.5%	28.3%	39.7%	36.9%	38.6%
30-50 years old	25.1%	26.6%	25.5%	23.0%	24.4%	23.3%	22.6%	21.2%	22.2%	39.0%	37.7%	38.7%
Over 50 years old	27.6%	36.0%	28.8%	26.9%	32.1%	27.9%	27.7%	35.8%	28.9%	37.8%	46.3%	39.2%
Total	26.8%	26.6%	26.8%	24.4%	26.2%	24.9%	25.0%	24.1%	24.7%	39.2%	37.4%	38.7%

Table 27a: Employee Turnover by Age - Voluntary (Global)

By Age	FY 2025-26			FY 2024-25			FY 2023-24			FY 2022-23		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Under 30 years old	13.7%	11.5%	12.8%	11.0%	11.8%	11.3%	11.3%	11.3%	11.3%	16.3%	17.5%	16.8%
30-50 years old	8.5%	8.8%	8.6%	9.4%	9.6%	9.5%	11.0%	10.9%	11.0%	22.4%	21.9%	22.3%
Over 50 years old	5.6%	5.0%	5.5%	6.5%	6.4%	6.5%	7.2%	13.4%	8.2%	16.9%	18.2%	17.1%
Total	9.6%	9.8%	9.8%	9.6%	10.4%	9.9%	10.9%	11.1%	11.0%	19.9%	19.3%	19.7%

Table 28: Remuneration of Women to Men (GRI 405-2)

Employee Level	Average Women Salary (in INR)	Average Men Salary (in INR)
Executive level (base salary only)	9,529,688	17,851,612
Executive level (base salary + other cash incentives)	12,345,313	25,548,149
Management level (base salary only)	4,633,359	5,139,052
Management level (base salary + other cash incentives)	4,986,551	5,677,742
Non-management level (base salary only)	1,596,430	1,887,929
Average Salary across all grades (base salary + other cash incentives)	1,622,416	1,925,143

Table 29: Employee Benefits (Yes/No) (GRI 401-2)

By Employment type	India		US		UK		SA	
	Permanent	Temporary	Permanent	Temporary	Permanent	Temporary	Permanent	Temporary
Health - Medical insurance (a)	Yes	No	Yes	No	Yes	No	Yes	No
Group term life insurance	Yes	No	Yes	No	Yes	No	Yes	No
Critical illness insurance	No	No	Yes	No	No	No	Part of (a)	No
Personal accident insurance	Yes	No	Yes	No	No	No	No	No
Dental & vision cover	No	No	Yes	No	Yes	No	Part of (a)	No
Disability & income protection	Yes	No	Yes	No	Yes	No	No	No
Add on coverages (Top Up + Critical Illness + OPD + Pet insurance + Super top Up + Life / Disability etc.	No	No	Yes	No	No	No	No	No
Health & wellbeing	Yes	Yes	Yes	No	Yes	No	Yes	Yes
Long service award	Yes	No	Yes	No	Yes	No	Yes	No
Project party	Yes	Yes	Yes	No	Yes	No	Yes	Yes
Emergency care fund	Yes	No	No	No	No	No	No	No
Retiral benefits (PF + Gratuity + Pension etc.)	Yes	No	Yes	No	Yes (No for Deputies)	No	No	No
Flexible working hours	Yes	No	Yes	No	Yes	No	Yes	Yes
Reward & recognition	Yes	No	Yes	No	Yes	No	Yes	No
Transfer or relocation	Yes	No	Yes	No	Yes	No	Yes	Yes
Annual paid leave	Yes	No	Yes	No	Yes	No	Yes	No
Sabbatical	Yes	No	No	No	Yes for Exp-Services and No for Engineering Services	No	Yes	Yes
Life events leaves (Maternity, Paternity, Child Adoption)	Yes	No	Yes	No	Yes	No	Yes	No
Meal vouchers /Canteen Facility/Office Pantry	Yes	Yes	No	No	Yes	No	No	No
Loans and advances (House, car, salary advance)	Yes	No	Yes (only for transferees/ medical emergencies)	No	Yes	No	Yes	No

Training

Table 30: Average amount spent per FTE and Contractors on training and development

Particulars	FY 2025-26
Average learning cost per FTE and Contractors in INR	8,121

Table 31: Average hours per FTE of training and development (GRI 404-1)

	FY 2025-26	FY 2024-25	FY 2023-24	FY 2022-23
	105.4	82.1	58.3	64.6

Table 32: Human Capital Return on Investment (in INR Mn)

Contributions & Other Spending	FY 2025-26	FY 2024-25	FY 2023-24	FY 2022-23
Total revenue	56,874	52,806	49,019	48,482
Total operating expenses	47,961	44,639	41,849	45,069
Total employee related expenses (salaries +benefits)	43,946	40,386	31,017	31,230
Resulting HC ROI (a - (b-c)) / C	1.20	1.20	1.24	1.11

Table 33: Maternity and Paternity Leave (GRI 401-3)

Leave Type	No of Days - India	No of Days - UK	No of Days - SA	No of Days - US
Maternity leave	182	182	130	5
Miscarriage leave	42	14	130	5
Paternity leave	5	10	130	5
Child Adoption leave	112	182	130	5

Note: Please note that all the above leave types are applicable to primary and non-primary care givers

Table 34: Absenteeism Rate

Absentees Rate	UOM	FY 2025-26	FY 2024-25	FY 2023-24	FY 2022-23
%	% of total days scheduled	0.23%	0.24%	0.17%	0.43%
Data coverage	% of employee	100%	100%	100%	100%

Note: Absenteeism rate is calculated based on permanent associates based out of India

Governance

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)	Membership fees (in INR)
1	National Association for Software and Services Companies (NASSCOM)	National	2,700,000
2	Confederation of Indian Industry (CII)	National	362,260

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