

## Annual Salary Revision



# Snapshot of Company Performance

## Strategic Highlights



### Revenue

FY '24: \$592.3 Mn

FY '25: \$624.5 Mn

5.44%



### PAT

FY '24: \$80.3 Mn

FY '25: \$76.7 Mn

- 4.48%



For the full year FY25, the company reported revenue of \$624.5M, yearly YoY growth of 5.1% in constant currency and 5.4% in reported currency.



US as a region grew by 6.5% YoY in constant currency



Europe as a region grew by 10.0% in YoY constant currency terms



Zensar's experience-led engineering and engagement services have propelled them to become a Top 15 Sourcing Standout according to ISG, showcasing its impressive global growth.

## Corporate Excellence



Zensar was recognized as a WOW Workplace (Workplace of Winners) for FY25 in the IT, ITES, & GCC category.



Zensar South Africa was certified as a Top Employer for the fourth consecutive year.



Platinum Award for Leader of the Year 2024-25 in Sustainability: Zensar's leadership was honoured for integrating sustainability principles across its business operations, receiving a prestigious award from the iNFHRA Workplace Excellence Conference and Awards.



Zensar has won the Best GenAI Implementation for Business award at the 2nd edition of the GenAI Conclave & Awards 2025.



Excellence in Employability and Skill Development Award 2024: Zensar's commitment to enhancing the employability and skills of its workforce and contributing to the development of a skilled talent pool in India, was acknowledged by the Indian CSR Awards.



Zensar was honoured at the 17th Edition of the Future of L&D Summit & Awards 2024, recognizing its innovative approaches to digital learning.



Best Soft Skill Development Program (Bronze): The Economic Times' ETHRWORLD Future Skills Awards 2024 acknowledged Zensar's exceptional soft skill development programs.



Zensar was named a 2025 Training APEX Awards winner for the fourth consecutive year.

## Company Highlights



Zensar was recognized as Leader and Star performer in Everest Guidewire Services PEAK Matrix® Assessment 2024



Zensar's significant contributions to biodiversity conservation and environmental protection were recognized at the Times Now 6th Global Sustainability Alliance - SDG Summit, Climate Action Awards.



Date: **30-Jun-2025**

Name: **Sai Revanth Neelam**

ID: **67195**

Dear **Sai Revanth Neelam**,

We are delighted to have completed yet another successful year at Zensar and would like to thank you for your valuable contribution towards FY 2024–25.

As we look to the future, your annual compensation is being revised effective 01-Jul-2025. The details of your Total Rewards statement are enclosed.

All other terms and conditions of your employment will continue to be the same.



Your annual increment reflects our belief in your continued potential and our shared purpose — **“Together, we shape experiences for better futures.”**

At Zensar, this means being future-ready, value-driven, and deeply collaborative.



Together, through our commitment to **ONE with Client**, we will shape experiences that go beyond expectations — and create impact that lasts.

We look forward to how you will continue to live our values: **Client Focus, Empowering, Nurturing, and One Zensar.**

We wish you continued success and look forward to your contribution in achieving the organization's goals in the year ahead.

Best Regards,  
For Zensar Technologies Ltd.



Vivek Ranjan  
Chief HR Officer

An  RPG Company

## Compensation Details

<b>Name: Sai Revanth Neelam</b>	<b>Designation: Sr Software Engineer</b>
<b>ID: 67195</b>	<b>Grade: F1</b>

Annual Amount in INR		
Salary Components	As of 30-Jun-2025	From 01-Jul-2025
Basic	252,096	252,100
India Allowance	72,000	72,000
Customized Allowance Pool (CAP)	243,537	377,735
Provident Fund (Employer's contribution @ 12% of Basic)	30,252	30,253
<b>Total Fixed</b>	<b>597,885</b>	<b>732,088</b>
<b>Total Cash Component</b>	<b>597,885</b>	<b>732,088</b>
Gratuity Contribution @ 4.81% of Basic	12,127	12,127
<b>CTC</b>	<b>610,012</b>	<b>744,215</b>

## Disclaimers/Explanatory Statements:

- The Total Rewards Statement presents a consolidated view of your compensation & benefits and does not replace the terms of your appointment letter or Organization policies and procedures
- Please check/update your CAP details on TAZ App – Zen Finance- CAP on and before 15th of the month
- As per PF Rule, a mandatory equivalent contribution will be deducted from your monthly salary and will be credited to your EPF account
- Gratuity would be as per Company policy and statutory guidelines

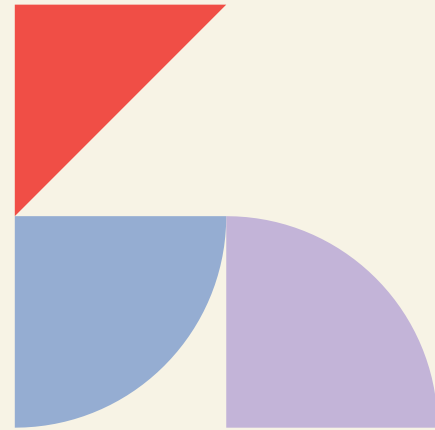
Best Regards,  
For Zensar Technologies Ltd.



**Vivek Ranjan**  
Chief HR Officer







# Optimized Tax Saving Solutions



## Leave Travel Allowance:

Tax exemption upto 2 months' basic salary for travel expenses



## Telephone Reimbursement:

- Grade C & D: INR 2,000 per month
- Grade E: INR 1,500 per month
- Grade F: INR 1,000 per month



## Superannuation Scheme:

Superannuation Scheme: INR 1.5 Lacs or 15% of basic salary towards retirement fund; for Grades F & above



## National Pension Scheme:

National Pension Scheme:  
Exemption

upto 10% of basic salary under old tax regime

upto 14% of basic salary under new tax reg



## Food Wallet:

Employees can opt for meal vouchers of INR 1,100 or INR 2,200 per month from HDFC or Sodexo digital food wallets



## India Car Lease Policy:

- Applicable for all employees in Grade C, D & E1 with a minimum of 6 months' experience, Car Lease applicability car value, upto 50% of CTC
- Tax benefit of INR 1.2 Lacs for fuel and INR 1.6 Lacs for driver reimbursement



## Fuel Allowance Benefit

Petrol Reimbursement: Annual tax exemption limits of INR 28,800 for car of > 1600 cc & INR 21,600 for car of <1600 C; for Grades F & above



# Holistic Wellness

## Health Insurance and Beyond...



### **Group Mediclaim Policy:**

Self & dependent coverage towards hospitalization with options to top-up upto INR 10 Lacs. Sum insured varies by Grade.



### **Group Accident Policy:**

We offer a group accident policy with death benefit as 2 X Annual CTC or Min of INR 11 Lacs.



### **Voluntary Parents Policy:**

We offer a health insurance policy upto INR 7.5 Lacs for parents & in-laws of our employees. The policy has no waiting period & covers pre-existing diseases as well.



### **Zensar Assistance Program:**

Assisting employees with personal and /or work-related problems that may impact their workplace performance, health, mental & emotional wellbeing.



### **Pregnancy Care Program (ZIVA):**

Expectant mothers are counselled and guided by certified experts like dieticians, gynecologists, physiotherapists, etc. through a structured program.



# Rewards & Recognition

Strengthening the Zensar culture of appreciation & recognition, leading to associate engagement, thus leading to the success of the organization

**1450+**

Nominations

**250+**

Annual Award  
Winners

- **16 CEO** awardees recognized
- **2,300+ Peer to Peer** recognitions
- and **22,000+ Spot Recognitions...**

## **RPG Top Gear Awards:**

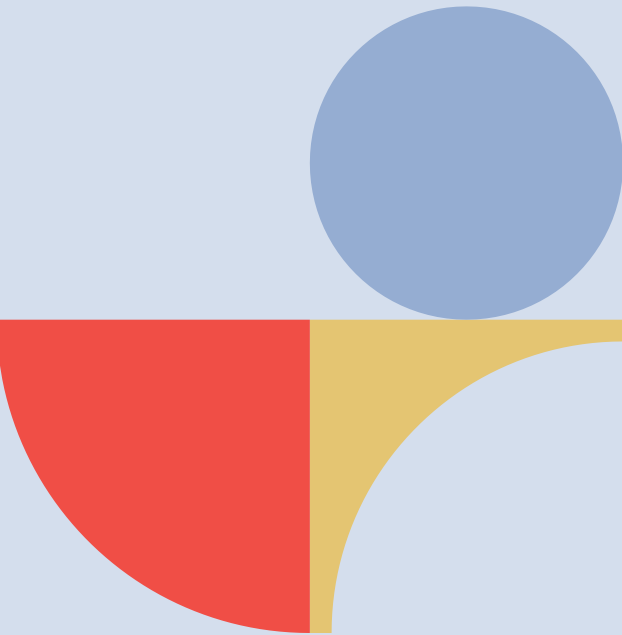
5 awardees felicitated by Group Chairman with winners getting INR 3 Lacs for an international trip with family members

## **Milestone Achievers:**

We had 770+ employees celebrating their long-standing professional association with Zensar ranging from 5 Years to 30 Years

## **Spot & Annual Awards:**

The Annual awards are awarded to those employees who have gone out of their way to display extraordinary commitment towards Zensar's vision, mission & values.



# Frequently Asked Questions

**Q1: I am not happy with my annual salary revision and want to have a discussion on the same.**

A: Please get in touch with your respective Manager for a discussion on your salary revision.

In case you are not satisfied with the response, please feel free to take it up with your respective People Partner for a next level discussion.

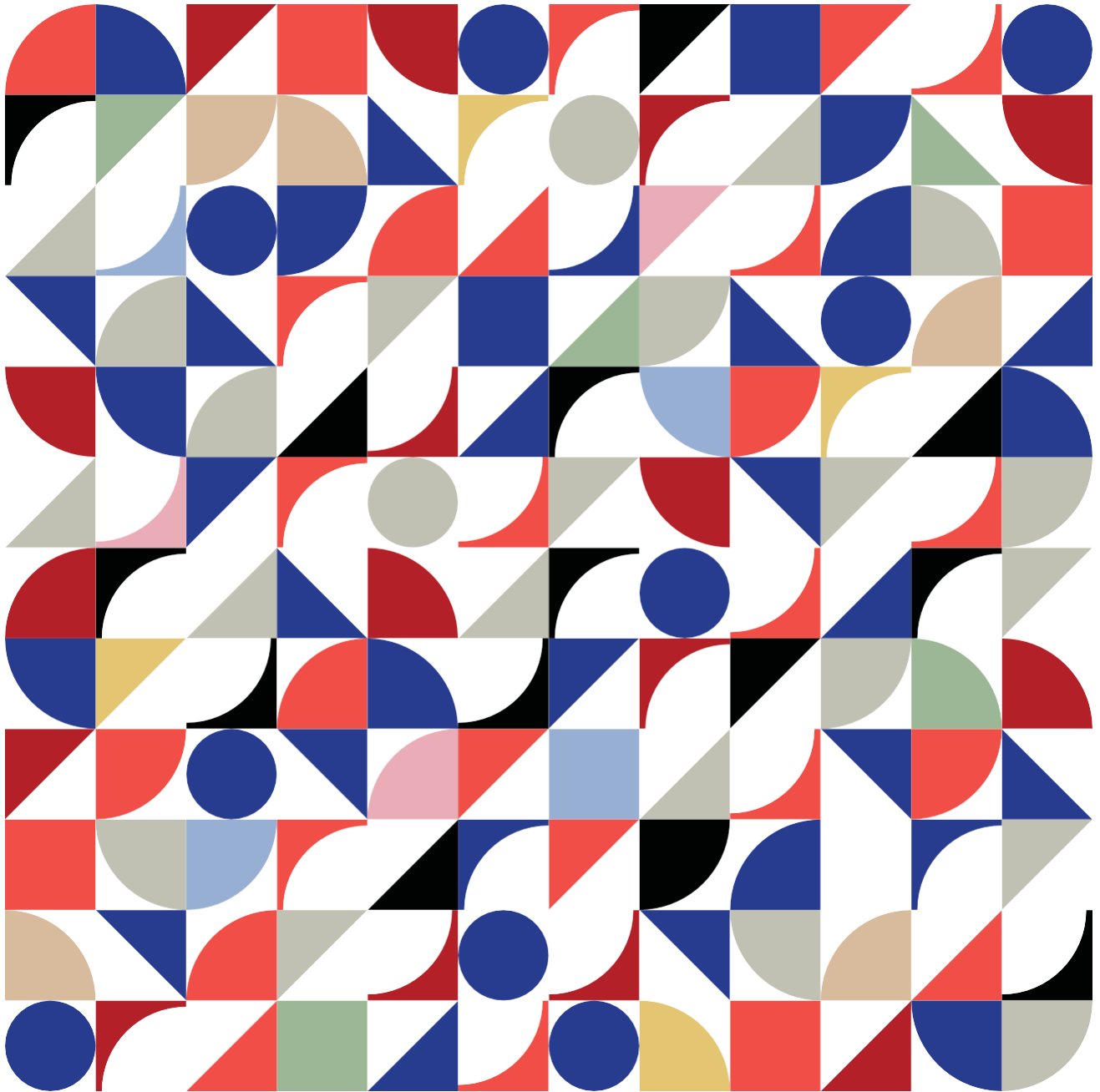
**Q2: My manager gave me a higher increment, however, that is lowered in the final number as per my letter.**

A: A likely reason for the issue might be budget overshoot at a Unit-Level resulting in normalization by Unit-Head. Your manager is involved in the decision to finalize your hike. However, the final hikes must be in line with the overall budget. All salary increases recommendations within an account and unit need to be within the budget allocated to it. You may get in touch with your People Partner and Manager to have a detailed discussion regarding the same.

**Q3: Do I need to save a copy of my Annual Salary Revision Letter, or will it be always available on the portal?**

A: The portal has bandwidth restrictions and hence the letter will be available on the site for a fixed duration of 1 month. We would urge you to please save a copy for your future references.





Companies by

**zensar**  
An  **RPG** Company

 **Foolproof**  
a zensar company

 **M3BI**  
a zensar company

*indigo slate*  
a zensar company