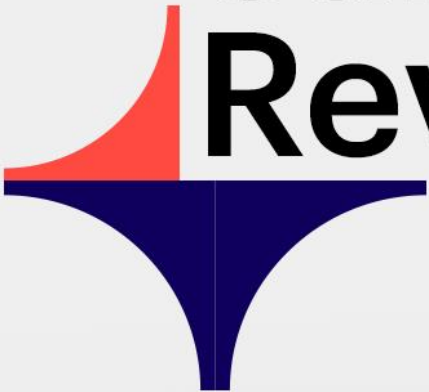


# Annual Salary Revision





# Snapshot of Company Performance

## Strategic Highlights

### Revenue

FY '21 : \$494 Mn

FY '22 : \$569.4 Mn +15.3%

### PAT

FY '21 : \$ 47.2 Mn

FY '22 : \$ 55.9 Mn +18.4%



## Corporate Excellence

Zensar emerged as an Innovator in the Avasant Digital Workplace Services 2021 RadarView™

Zensar has been recognized as a "Leader" in Managed Services for Midmarket in the ISG Provider Lens™ Quadrant Report

Zensar has been recognized as a Top Employer in 2022 in South Africa by the Top Employers Institute

Zensar was a winner in the Cloud Consultancy/MSP of the year in the international Cloud Computing Awards program, The Cloud Awards



Zensar was named Tech Company of the year at the Tech India Transformation Awards 2021



Zensar won the 2021 Artificial Intelligence Breakthrough Award for 'Best Use of Virtual Reality for Retail Applications'



Our Brand Refresh Initiative won the Platinum Award at the 2022 Hermes Creative Awards



Zensar further strengthened its Data Analytics and Digital Engineering capabilities with the integration of M3Bi



Foolproof, a Zensar company won the 'Most Effective Use of AR and VR' category at The Drum Awards for the Digital Industries 2021



BFSI reported quarterly YoY growth of 35.4% and sequential QoQ growth of 5.3% for Q4FY22



Hi-Tech and Manufacturing registered a quarterly YoY growth of 13.7% and a sequential QoQ growth of 3.2% for Q4FY22



Consumer Services registered a quarterly YoY growth of 34.1% and sequential QoQ growth of 3.9% for Q4FY22

“At Zensar, we have always treasured our long-standing customer relationships, and are encouraged by our mutual commitment to work together during times of uncertainty bolstered by our ability to deliver exceptional customer value.”

-Ajay S. Bhutoria



Date: **27-Jun-2022**  
Name: **Sujita Sahu**  
Associate ID: **55910**

Dear **Sujita**,

We are delighted to conclude yet another successful year at Zensar and would like to thank you for your valuable contributions towards **FY 2021-22**.

Your annual compensation is being revised effective **01-Jul-2022**. Enclosed are the details of your total rewards statements.

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

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

Best Regards,

For Zensar Technologies (UK) Ltd.



**Vivek Ranjan**  
**SVP & CHRO**

## Compensation Details

Name: Sujita Sahu	
ID: 55910	Grade: E1

Annual Amount in EUR		
Salary Components	As of 30 <sup>th</sup> Jun, 2022	From 1 <sup>st</sup> Jul, 2022
Base Salary	78,546	94,568
<b>Total Compensation</b>	<b>78,546</b>	<b>94,568</b>

Your Annual bonus is being merged with your salary effective **01-Jul-2022**. The pro-rated amount for the period January 2022 to June 2022 would be paid in July.

Note:

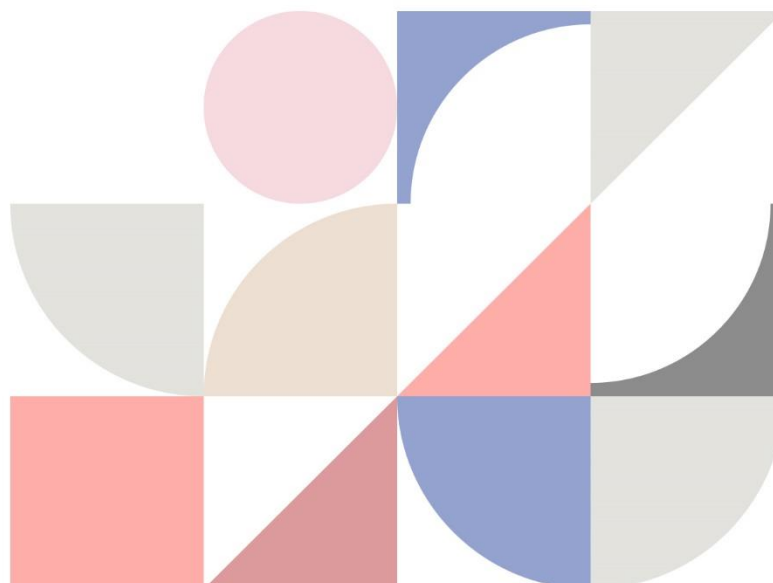
- Effective **01-Jul-2022**, there are no other compensation components apart from the mentioned ones. All compensation amounts & the components in this letter supersede all previous ones
- Please note that your compensation and the changes thereto are subject to income tax and other taxes as applicable including such amounts to be withheld as per applicable statutes.
- You continue to be required to abide by RPG Code of Corporate Governance and Ethics, in line with your employment obligations.
- All other terms and conditions of your employment remain unchanged.

Best Regards,

For Zensar Technologies (UK) Ltd.



**Vivek Ranjan**  
SVP & CHRO



## Frequently Asked Questions



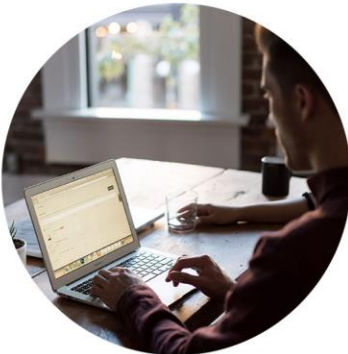
**Q1. I am not happy with my annual salary revision and want to have a discussion on the same.**

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.



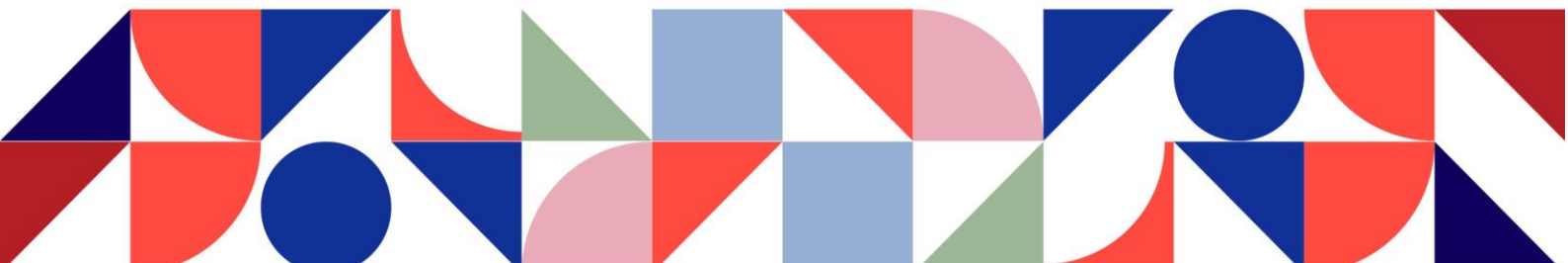
**Q2. My manager gave me a higher increment, however, that is lowered in the final number as per my letter.**

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 of finalizing 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.



**zensar**



Thank You