

ANNUAL SALARY REVISION

ZenSār

KEEP
LEFT



Private and Confidential

Dear Sujita,

COVID-19 caught the entire society off guard and businesses are still uncertain about their growth prospects. Organizations are facing a myriad of challenges right from rising margin pressures to looming existential crisis. Most surveys indicate that businesses have no choice but to reduce or halt increments as they evaluate every incremental dollar spent

Since at Zensar, we don't believe in wasting a crisis, we have accordingly undertaken an ambitious range of structural actions and decisions that are transforming most of Zensar's business, financial and operational dimensions. The wheels have begun to roll again. Encouraging results in Q1 and Q2 indicate that we are on the right track & the markets think so, too. We cannot let the momentum drop!

One of our core values is commitment to people and to ensure complete transparency and fairness, we took some hard decisions for the collective good and delivered the bad news early. One of them was to delay the salary revision process. With the improved business outlook, we can roll-out what was due, albeit in a conservative manner. We continue to amplify our focus by rewarding associates who outperform, have skilled profiles or are in critical roles.

It is a conscious choice that we have taken at Zensar not to let the fear of future hold captive the ability to spread our wings. I look to the future with confidence and seeing incredible contributions from you.

Let's win!



A handwritten signature in black ink that reads "Vivek Ranjan".

Vivek Ranjan
| SVP & CHRO

REVENUE

Q1FY 21

\$130.8 Mn

Q2FY 21

0.6%

\$131.6 Mn

PAT

Q1FY 21

\$9.7 Mn

Q2FY 21

24%

\$12 Mn

EBITDA

Q1FY 21

14.40%

Q2FY 21

31%

18.80%

NET CASH

Q1FY 21

\$101.1 Mn

Q2FY 21

\$15.9 Mn

\$117 Mn

Q1

Highlights of Q1

In Q1FY21 we won \$150 Mn TCV deals demonstrating the robustness of our new propositions aligned to Digital Foundation and Digital Applications.

Significant Wins

- Cloud and infrastructure mandate for a large American pharmaceutical company
- Application and development mandate for a leading American hi-tech company
- Application and services mandate for a global internet entity
- Financial services application for a leading conglomerate in banking and financial services segment in South Africa

Corporate Excellence

- Zensar recognized as an 'Aspirant' in BFS Risk and Compliance IT Services Everest PEAK Matrix® Assessment 2020
- Zensar introduced ZENTRUST and ZENCARE to help clients through COVID-19

Q2

Highlights of Q2

We won \$ 175 Mn of total TCV wins including renewals in Q2

Significant Wins

- Application and development mandate for a large US based hi-tech company
- Digital commerce services for a large US based hi-tech company
- Application and development services for a large diversified American conglomerate
- Analytics and data science services for a leading bank from South Africa
- Policy implementation services for a niche insurance company in the US
- Cloud and infrastructure services for a US based large eye care company

Corporate Excellence

- Zensar granted US patent for its innovative tool enabling direct conversation with the organization's leadership - ZenVerse™
- Zensar's digital transformation journey featured as a case study by the prestigious London Business School



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22-Dec-2020

Name: **Sujita Sahu**
Associate ID: **55910**

Dear **Sujita**,

I am delighted to confirm Zensar concluded another successful year and would like to thank you for your valuable contribution towards FY **2019-20**.

Your annual compensation is being revised effective **01-Jan-2021** on the basis of your performance review. Enclosed are the details of your total rewards statements.

To signify acceptance to the changes set out in this letter, you can either send an email (with attachment enclosed) or by signing a printout of this letter and handing to your Manager or Geo-HR. If the signed letter is not received within 7 days from the date of this letter, it shall be deemed accepted.

On behalf of Zensar, I would like to take the opportunity to wish you continued success and look forward to your contribution towards achieving Zensar's goals in the year ahead.

Best Regards,

For Zensar Technologies (UK) Ltd.

A handwritten signature in black ink, appearing to read "Vivek Ranjan", is located below the "Best Regards," text.

Vivek Ranjan
SVP & CHRO

Name: Sujita Sahu	Grade: E1
ID: 55910	

Salary Components	Amount Per Annum (EUR)
Base Salary	77,385
Total Compensation	77,385

Note:

1. Effective **01-Jan-2021**, there are no other compensation components apart from the mentioned ones. All compensation amounts and the components in this letter supersede all previous compensation amounts and components.
2. 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.
3. You continue to be required to abide by RPG Code of Corporate Governance and Ethics, in line with your employment obligations.
4. In line with the terms of your appointment and the RPG Code of Corporate Governance and Ethics applicable to all associates, you are obligated not to divulge your compensation to anyone unless required to do so by law.
5. All other terms and conditions of your employment remain unchanged.

Best Regards,

For Zensar Technologies (UK) Ltd.



Vivek Ranjan
SVP & CHRO

grow

capitalize on opportunities
to sculpt your career and accelerate
your growth



own

feel empowerment to
make a difference
and drive Zensar's growth



achieve

partner in this journey to stay
ahead of the curve and deliver innovative
cutting edge technologies



learn

leverage your extensive learning
ecosystem to develop yourself
and unlock the leader in you





**TOTAL
REWARDS TEAM**

FREQUENTLY ASKED QUESTIONS:

Q 1. 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 Geo-HR for a next level discussion

Q 2. My Manager gave me a higher increment, however, that is lowered in the final number as per my salary revision letter

A: A likely reason for the issue might be budget overshoot at a BU-Level resulting in normalization by BU-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 increase recommendations within an account and BU need to be within the budget allocated to it.

You may get in touch with your Geo-HR and Manager to have a detailed discussion regarding the same.

Q 3. 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