

Key Financial Metrics







Digital Revenue as % of total revenue









Strategic Highlights

Quarter FY20

- Sponsored the 2019 edition of the prestigious International Women's Hackathon, organised by HackerEarth (the world's largest developer communities)
- Hosted first, among many, Conclave Annual Analyst and Advisor Meet in Boston, USA. Eminent analysts and advisors were invited for one-on-one interactions with the leadership team who shared highlights of Zensar's digital journey and customer success stories
- Started operations in Mexico City, Mexico, to grow and sustain market presence in North America
- Keystone Logic, a Zensar Company, sponsored the Manhattan Associates Momentum 2019 Conference as a Gold Partner
- Participated in the Adobe Summit EMEA 2019, London, to showcase Zensar's human-centric approach to Digital Transformation
- Participated in Nutanix's annual .'NEXT Americas' conference to showcase the benefits of Zensar's multi-cloud solutions
- Sponsored the ISG Digital Business Summit in London to showcase Zensar's human-led experience solutions
- Entered into a global partnership with NetApp and Cisco to accelerate application delivery and transition to hybrid cloud with Zensar's Managed Private Cloud Services

Quarter FY20

- Recognised in Gartner Magic Quadrant for Managed Mobility Services, Global, 2019
- Sponsored the ISG Automation Summit 2019, New York as a Gold Partner to showcase Zensar's focused approach towards Connected Intelligence Framework
- Partnered with Aptos, a recognised market leader in retail technology solutions to deliver next-gen retail innovation
- Expanded operations in South Africa with a bigger team and new office
- Recognised in Gartner 2019 Magic Quadrant for Data Center Outsourcing and Hybrid Infrastructure Managed Services, North America
- Participated at Oracle OpenWorld 2019 to present Experience Enterprise Intelligence platform
- Recognised as an Innovator in Avasant's Applied Intelligence and Advanced Analytics Services RadarView™ Report

Quarter FY20

- Awarded for 'Excellence in Leveraging HR Technology' category and Runnersup in the 'Excellence in HR Analytics' category at the SHRM HR Excellence Awards 2019, New Delhi, India
- Featured in the '100 Best Company' for Women in 2019

Quarter FY20

Recognised as a Disruptor on Enterprise

Avasant's Intelligent Automation Services

Launched the Digital Foundation Services

Intelligent Automation journey in

(DFS) to help enterprises navigate

challenges of the Enterprise 4.0 era

RadarView™ FY20 Report

- Featured in Working Mother & Avtar Best Companies for Women in India and awarded 'Exemplar of Inclusion' in the Working Mother & Avtar Most Inclusive Companies in India (MICI)
- Winner of the Future of Learning & Development 'Best Learning Strategy of
- the Year' Award at the 4th Edition L&D Summit and Awards 2019, India
- Cynosure, a Zensar Company, sponsored the Guidewire Connections 2019 event as a Gold Partner

Featured as a Leader in the ISG Provider Lens™ 'Digital Workplace of the Future'

- Report for its capability Managed Services - Workplace Support
- Featured as a Leader in the ISG Provider Lens™ Digital Business Solutions and Service Partners U.S. 2019-20 as a Rising Star USA for Digital Product Services Lifecycle Services and Blockchain Services
- Zensar's 'Women in Workplace', case study has been recognised as
- the second best in the private sector category at the Best Innovative Practices Awards at United Nations Global Compact (UNGC), New York
- Featured as a Leader in the ISG Provider Lens™ Digital Business Solutions and Service Partners U.K 2019-20 as a Rising Star UK for Customer Journey Service **Providers**

Annual Variable Pay Workings

Individual Performance Multiplier: The Pay-out Multipliers for Individual Performance will be as follows:

Performance Score Range	Individual Multiplier
>100	>145%
87 – 100	135% - 145%
80 - 87	115% - 135%
73 - 80	100% - 115%
50 - 73	50% - 100%
Below 50	Zero

Individual Multiplier varies linearly within a Performance Score Range.

Your score of 76.3 corresponds to an individual multiplier of 107.0 %

Company Score for Zensar is 87 %

Accordingly, Company Performance Multiplier is: 87 %

Overall Multiplier = Individual Multiplier * Company Multiplier i.e. 107.0 % * 87 % = 93.1 %

Annual Variable Pay details for India Tenure

Below tables give details of your Annual Variable Pay pay-out for your India Tenure in FY20

Duration	Days	AVP Base	Ideal AVP	Total Ideal AVP	Pay-out %	AVP Pay-out
DOJ/Apr -Jun'19	91	53,500	13,302	22,949	93.1 %	21,361
Jul-Dec'19	66	53,500	9,648			
Jan-Mar'20	NA	53,500	NA			

^{**}All amounts are in INR

Annual Variable Pay details for Austria Tenure

Below tables give details of your Annual Variable Pay pay-out for your Austria Tenure in FY20

Duration	Days	AVP Base	Ideal AVP	Total Ideal AVP	Pay-out %	AVP Pay-out
DOJ/Apr -Jun'19	NA	NA	NA	NA	93.1 %	NA
Jul-Dec'19	118	NA	NA			
Jan-Mar'20	91	NA	NA			

^{**}All amounts are in EUR

Note:

- 1. The ideal AVP will be old AVP for Apr-Jun'19 and revised AVP, post Jul'19 salary increase (Jul'19 to Mar'20)
- 2. Number of days for Loss of Pay and Time off scheme are not considered for calculating Annual Variable Pay pay-out
- 3. AVP pay-out amount will be paid with Jul-20 salary, tax applicable will be deducted at source



As the new era dawns, let's pledge to be the

Leaders we are Meant to Be



The Hallmark of **Zensar's Future Leaders**

Taking Charge

By being accountable and stopping at nothing to achieve results for Zensar

Customer Focus

By understanding our customers and implement solutions that exceed expectations

Zensar First

Through collaboration with one another to make decisions that benefit Zensar

Driving Growth

By being agile & adaptable

Meaning & Purpose

Through the cognizance of emotional state and aspirations of our people

Empathize & Inspire

By aligning to the organization's purpose

What is it that **resonates with you the most?**

Join the **IPledge** movement and let the enthusiasm spread...