

The background of the document features a photograph of a modern, multi-story office building with a light beige facade and numerous windows. Some windows are tinted blue. In the foreground, there is a green lawn and a paved road. A large, stylized white brushstroke graphic sweeps across the right side of the image. The Zensar logo is positioned in the top right corner.

# zensar

# ANNUAL SALARY REVISION

2021

This letter is private and confidential, and will be governed by the terms and conditions of the company and the rules of confidentiality applicable to such communication



# SNAPSHOT OF COMPANY PERFORMANCE

## STRATEGIC HIGHLIGHTS

### REVENUE

**FY '20 : \$566 MN**

**FY '21 : \$494 MN** -12.7%

### PAT

**FY '20 : \$37 MN** +27.4%

**FY '21 : \$47.2 MN**

## CORPORATE EXCELLENCE

- ✓ Zensar granted US patent for ZenVerse™ enabling direct conversations with CEO
- ✓ Zensar was a winner at Big Innovation Awards 2021 for work done by Zenlabs
- ✓ Zensar's digital journey featured as a case study by London Business School
- ✓ Zensar's Covid-19 response awarded 'Global Marketing Excellence award'

1

- DFS posted a QoQ growth of 7.6% and our Hi-Tech business grew by 2.9% QoQ
- We won \$150Mn TCV deals demonstrating the robustness of our new propositions

2

- We observed stability in Consumer Services business as it grew 12.8% sequentially
- With addition of new logos in our Financial services business, it increased by 6.7% QoQ

3

- Zensar is now a zero-debt company with highest ever net cash position of \$160.2 Mn
- Africa & Europe regions reported a growth of 11.6% QoQ and 6.3% QoQ respectively

4

- Digital was 65.9% of the revenue in Q4FY21 and 64.2% for FY21
- Emerging services reported a YoY growth of 6.2% in Q4FY21



“ 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: **10-Aug-2021**  
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 contribution towards **FY 2020-21**.

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

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	From 1 <sup>st</sup> Jul, 2021
Base Salary	78,546
<b>Total Compensation</b>	<b>78,546</b>

Note:

1. Effective **01-Jul-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.
1. 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.
2. You continue to be required to abide by RPG Code of Corporate Governance and Ethics, in line with your employment obligations.
3. 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.
4. All other terms and conditions of your employment remain unchanged.

Best Regards,

For Zensar Technologies (UK) Ltd.



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





## 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 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