

# Annual Salary Revision



# Snapshot of Company Performance

## Strategic Highlights

### Revenue

FY '22 : \$569.4 Mn

FY '23 : \$604.2 Mn 6.12%

### PAT

FY '22 : \$ 55.9 Mn

FY '23 : \$ 40.48 Mn -27.5%



## Corporate Excellence

Zensar bagged Gold recognition for Learning and Development at the Brandon Hall Excellence Awards 2023

Zensar and Foolproof win ISG Paragon Award for Diversity of thought and lived experience

Zensar has been recognized as Top Employer by the Top Employers Institute in 2023 in South Africa

Zensar wins Innovative Digital Transformation for Banking Award for a digital transformation client project in South Africa at the 12<sup>th</sup> Annual Aegis Graham Bell Awards



Zensar unveiled its new Learning Academy in Pune, which boasts specially curated modules designed to bring in a combination of upskilling and continuous learning approach



Zensar's Skills Development Program in South Africa reached the milestone of its 1000<sup>th</sup> intern



Indigo Slate, a Zensar company, won Gold in Campaign Promotion, Silver in Branded Content Series, and Bronze in Immersive and Mixed Reality at the Telly Awards



Zensar recognized as a Disruptor in Avasant's Retail Digital Services RadarView™ Report 2022-2023



Zensar won the 2023 Training APEX Awards by Training Magazine for best-in-class employee training and development



BFSI reported a 29.6% of YoY growth in constant currency and sequentially a 22.3% of QoQ growth in Q42023



Hi-Tech and Manufacturing registered a 2.7% of YoY growth in constant currency and sequentially a 0.9% of QoQ growth in Q42023



Consumer Services registered a positive 0.1% of YoY growth in constant currency while reported a decline of 5.2% QoQ growth in Q42023



Date: **29-Jun-2023**

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

Dear **Sujita**,

We are delighted to have completed yet another successful year at Zensar and would like to thank you for your valuable contribution in **FY 2022-23**.

Your annual compensation is being revised effective **01-Jul-2023**. Enclosed are the details of your Total Rewards statement.

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 Inc.



**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, 2023	From 1 <sup>st</sup> Jul, 2023
Base Salary	94,568	95,987
<b>Total Compensation</b>	<b>94,568</b>	<b>95,987</b>

Note:

- Effective **01-Jul-2023**, 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 Inc.



**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.**

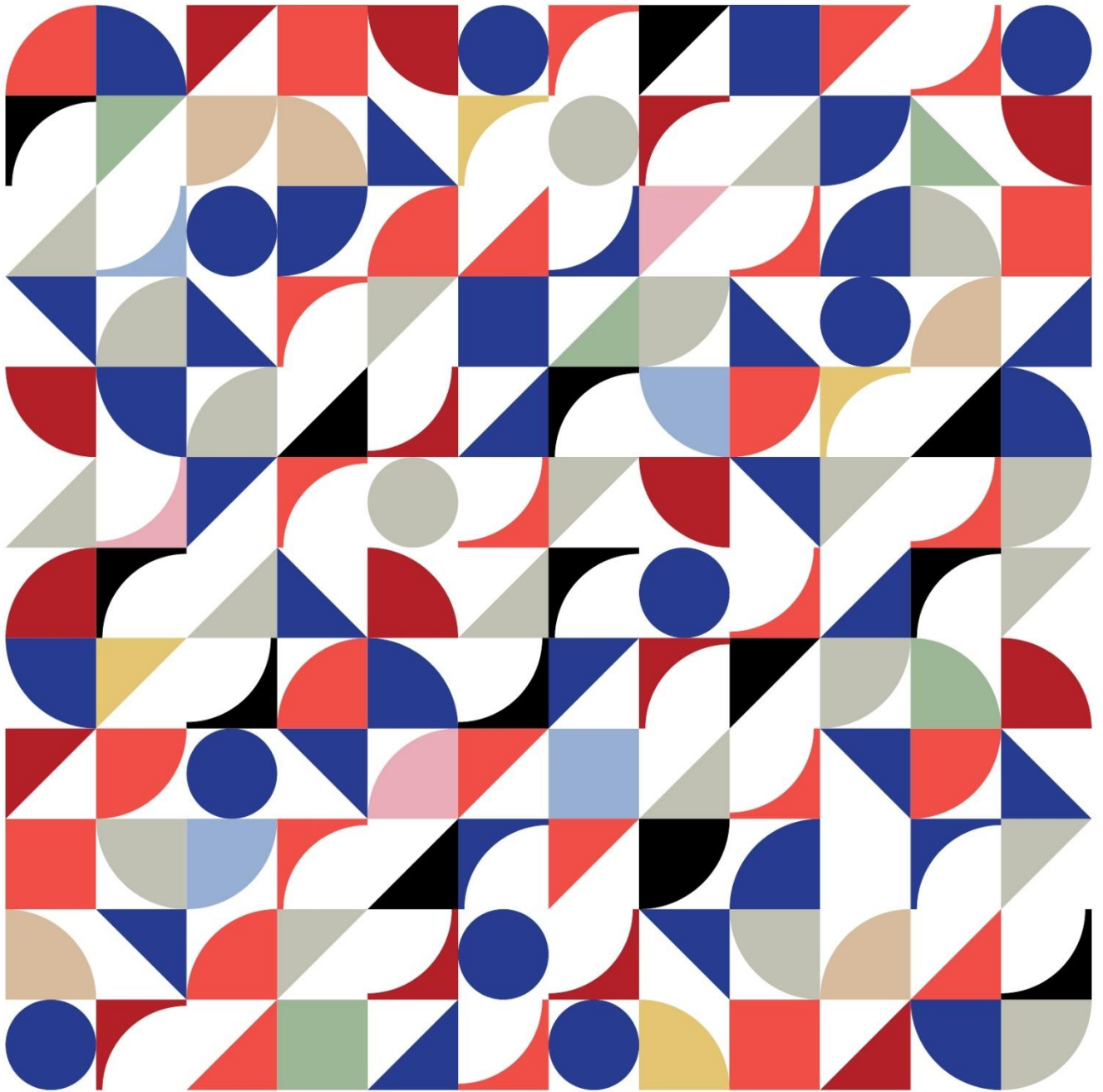
A: Please get in touch with your respective Manager for a discussion on your salary revision. In case you are not satisfied with the response, please feel free to take it up with your respective People Partner for a next level discussion.

**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.



Thank You