



January 22, 2026

BSE Limited

Corporate Service Department,
1st Floor, P. J. Towers,
Dalal Street,
Mumbai 400 001

The National Stock Exchange of India Ltd.

Exchange Plaza, 5th floor,
Plot No. C/1, 'G' block,
Bandra Kurla Complex, Bandra (E),
Mumbai 400 051

Scrip Code: 504067

Symbol: ZENSARTECH

Sub.: Press Release, Analyst and Investor Presentation

Dear Sir/Madam,

Pursuant to Regulation 30 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, please find enclosed herewith Press Release, Analyst and Investor presentation on the Financials Results of the Company for the quarter ended December 31, 2025.

You are requested to take note of the above.

Thanking you,

Yours sincerely,
For **Zensar Technologies Limited**

Anand Daga
Company Secretary



Encl.: As above



Zensar registered 2.2% YoY revenue growth in reported currency for Q3FY26

Pune, India, January 22, 2026: [Zensar Technologies](#), a leading Experience, Engineering and Engagement solutions company, announced its consolidated financial results for its third quarter, ending December 31, 2025, of the fiscal year 2025-2026.

Financial Highlights:

- In Q3FY26, the company posted revenue of \$160.5M, YoY growth of 2.2% in reported currency and 1.3% in constant currency. Sequentially, revenue declined by 1.4% in reported currency and 1.3% in constant currency. In INR terms this performance reflects a YoY growth of 7.9% and sequential QoQ growth of 0.7%.
- In Q3FY26, the company reported Gross Margin at 33.7% of revenue, sequential QoQ increase of 270 bps.
- In Q3FY26, the company reported EBITDA at 17.4% of revenue, sequential QoQ increase of 200 bps.
- In Q3FY26, the company registered orderbook of \$180.2M, sequential QoQ growth of 13.6%.
- The company registered net cash and cash equivalents of \$322.4M at the end of Q3FY26.
- The company reported DSO of 71 days at the end of Q3FY26, sequential QoQ improvement of 4 days.
- Manufacturing and Consumer Services registered a sequential QoQ revenue growth of 3.2% and YoY decline of 2.7% in reported currency.
- Banking and Financial Services registered a sequential QoQ revenue decline of 0.4% and YoY growth of 12.2% in reported currency.
- Healthcare and Life Sciences registered a sequential QoQ revenue decline of 2.5% and YoY growth of 5.2% in reported currency.
- Telecommunication, Media and Technology registered a sequential QoQ revenue decline of 8.8% and YoY decline of 11.6% in reported currency.
- US region registered a sequential QoQ decline of 3.0% and YoY decline of 0.4% in reported currency.
- Europe region registered a sequential QoQ growth of 1.2% and YoY growth of 6.1% in reported currency.
- Africa region registered a sequential QoQ growth of 2.8% and YoY growth of 10.7% in reported currency.

Manish Tandon, CEO and Managing Director, Zensar, said, “This quarter, we delivered strong margin performance, a healthy order book, and our highest ever cash position, reflecting our disciplined execution and financial resilience. Our revenue stood at \$160.5M, reflecting modest, yet resilient performance supported by healthy volume growth, driven predominantly from offshore. While the resulting mix shift, combined with typical seasonality and furlough-driven softness, moderated the pace of revenue momentum, our business fundamentals remain strong. Additionally, our Industry-leading LTM attrition highlights the effectiveness of our people-first philosophy and culture that fosters long-term relationships.

We begin 2026 with a singular commitment: to lead as a truly AI-native technology services company, redefining the value we deliver. Guided by a strong execution framework, nearly 20% of this year’s orderbook is AI-Influenced, demonstrating the tangible value we deliver through our strategic investments across the entire AI stack, from experience, engineering, to engagement. “



Pulkit Bhandari, CFO, Zensar, commenting on the Q3FY26 performance, said, “Our disciplined margin optimizing approach enabled us to deliver a robust 17.4% EBITDA and 13.9% PAT margin. With seasonal furloughs, Zensar reported revenue for Q3FY26 at \$160.5M, a sequential degrowth of 1.4%. Our order book stood at \$180.2M for the current quarter. We continue to maintain strong fundamentals with cash & cash equivalents of \$322.4M and DSO of 71 days.

Macro environment and demand remain uncertain, with client budgets for CY26 reflecting delayed spending and increased vendor consolidation. AI-powered cost optimization solutions are emerging as key drivers in this landscape”

Significant Wins in Q3FY26:

- Developed an Agentic AI solution to automate Business Process reducing manual effort for a US-based cybersecurity organization
- Driving productivity through AI-powered intelligent search and discovery for a leading European motoring association
- Enterprise AI Readiness Assessment and Strategic Consulting for a global client in the aviation industry
- AI-Native Investigation Product Development for police investigations for a US-based organization
- Conversational-AI enhancements for multilingual voice enabled analytics for a global food and support services company
- Developed an AI web application for end-to-end repository analysis for a multinational Financial Services Company

Awards and Recognitions in Q3FY26:

I. Analyst recognitions

- Zensar was recognized as Major Contender and Star performer in Everest Group’s Property and Casualty (P&C) Insurance IT Services PEAK Matrix® Assessment 2025
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II. Industry Awards

- Zensar was recognised among the top 25 best workplaces in the IT & IT-BPM sector by Great Place To Work India® for its outstanding employee experience and high-trust culture
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About Zensar (www.zensar.com)

We conceptualize, build, and manage digital products through experience design, data engineering, and advanced analytics for 170+ global clients. Our solutions leverage industry-leading platforms and help clients be competitive, agile, and disruptive as they navigate transformational changes with velocity. With headquarters in Pune, India, our 10,500+ employees work across 30+ locations, including San Jose, Seattle, Princeton, Cape Town, London, Colombia, and Mexico City.

Follow Zensar via:

Twitter: <https://twitter.com/Zensar>

LinkedIn: <https://www.linkedin.com/company/zensar-technologies>

Facebook: <https://www.facebook.com/ZensarTech/>

Catch our refreshed new website at: www.zensar.com

About RPG Enterprises (www.rpggroup.com)

RPG Enterprises, established in 1979, is one of India's fastest-growing business groups, with a turnover of US \$5.2 billion. The group has diverse business interests in the areas of Infrastructure, Tyres, Pharma, IT and Specialty as well as in emerging innovation-led technology businesses.

For any queries, please feel free to reach out:

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Sunanda Jayaseelan
Public Relations
Zensar Technologies
sunanda.jayaseelan@zensar.com

Safe Harbor

Certain statements in this release concerning our future prospects are forward-looking statements that involve a number of underlying identified/non-identified risks and uncertainties that could cause actual results to differ materially. This release and other statements—written and oral—that we periodically make contain forward-looking statements that set out anticipated results based on the management's plans and assumptions. However, the same are subject to risks and uncertainties, including, but not limited to, our ability to manage growth; fluctuations in earnings/exchange rates; intense competition in IT services, including factors affecting cost advantage; wage increases; ability to attract and retain highly skilled professionals; time and cost overruns on fixed price, fixed-time frame, or other contracts; client concentration; restrictions on immigration; our ability to manage international operations; reduced demand for technology in our service offerings; disruptions in telecommunication networks; our ability to successfully complete and integrate acquisitions; liability for damages on our service contracts; government measures in India and countries where our customers operate; withdrawal of governmental fiscal incentives; economic downturn in India and/or around the world; political instability; legal restrictions on raising capital or acquiring companies; and unauthorized use of intellectual property and general economic conditions affecting the industry.

In addition to the foregoing, global pandemics like COVID-19 may pose an unforeseen, unprecedented, unascertainable, and constantly evolving risk(s), inter-alia, to us, our customers, delivery models, vendors, partners, employees, and general global operations and may also impact the success of companies in which we have made strategic investments, demand for the Company's offerings, and the onshore-offshore-nearshore delivery model.

The results of these assumptions made relying on available internal and external information are the basis for determining the carrying values of certain assets and liabilities. Since the factors underlying these assumptions are subject to change over time, the estimates on which they are based are also subject to change accordingly. These forward-looking statements represent only the Company's current intentions, beliefs, or expectations, and any forward-looking statement speaks only as of the date on which it was made. The Company assumes no obligation to revise or update any forward-looking statements, whether as a result of new information, future events, or otherwise.



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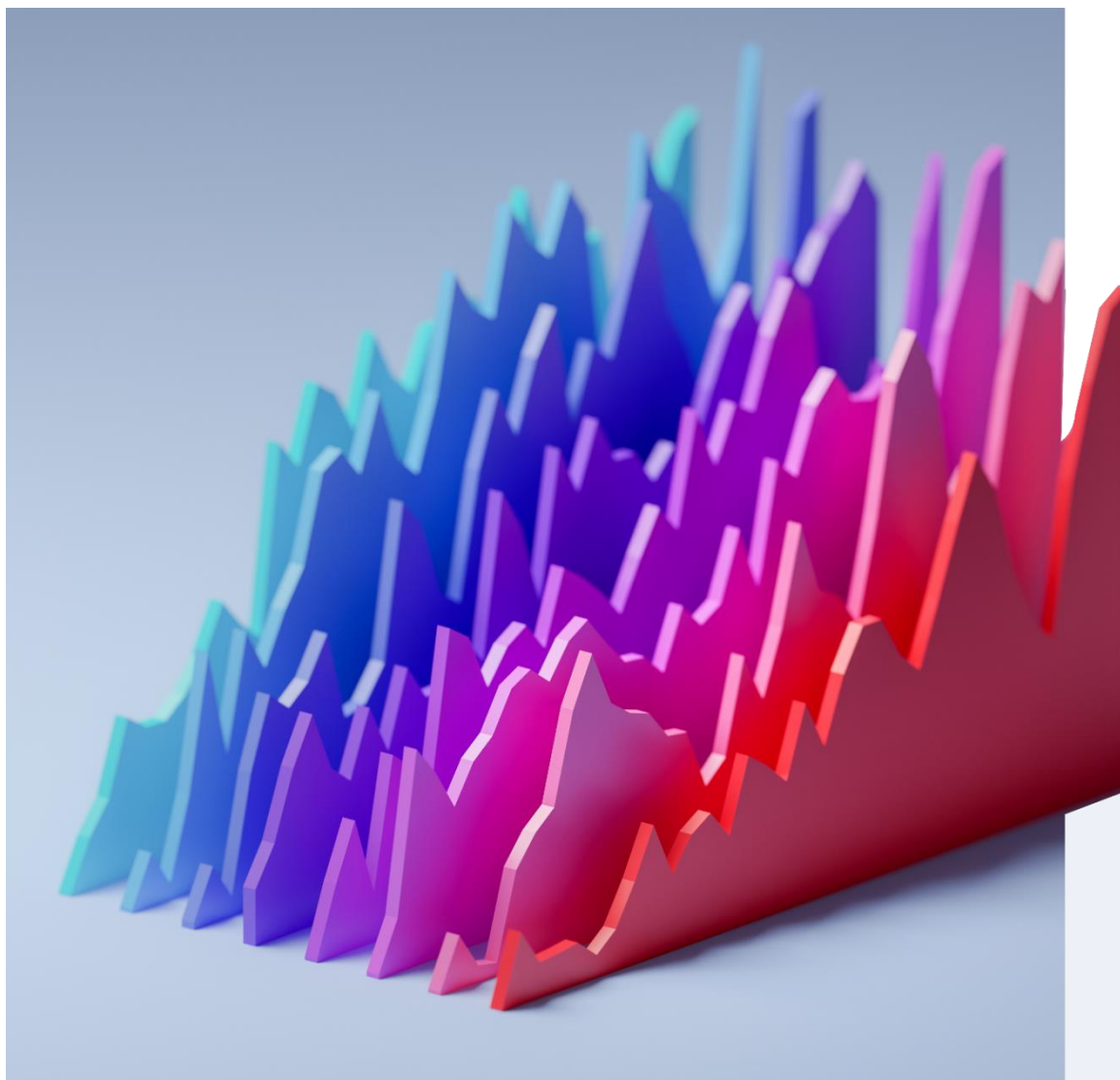
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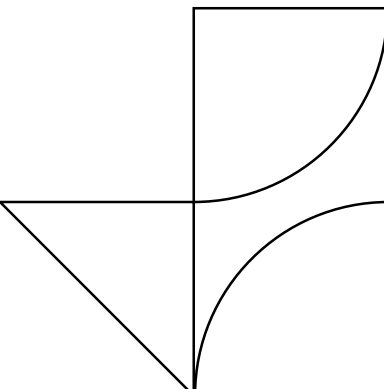
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Analyst Presentation

Quarter ending December 31, 2025

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Q3FY26 snapshot



Total Revenue

\$160.5M

1.4% QoQ



2.2% YoY



EBITDA%

17.4%

200 bps QoQ



Gross Margin%

33.7%

270 bps QoQ



Order book

\$180.2M

13.6% QoQ



Attrition

9.5%

30 bps QoQ



Vertical and Geography performance

Vertical highlights



MCS

3.4%
QoQ cc

-3.8%
YoY cc

26.4%
Q3 FY26 revenue



TMT

-8.7%
QoQ cc

-12.2%
YoY cc

18.5%
Q3 FY26 revenue



HLS

-2.3%
QoQ cc

5.3%
YoY cc

11.1%
Q3 FY26 revenue



BFSI

-0.3%
QoQ cc

11.0%
YoY cc

44.0%
Q3 FY26 revenue

Geography highlights



USA

-2.8%
QoQ cc

-0.1%
YoY cc

65.5%
Q3 FY26 revenue



UK/EU

2.6%
QoQ cc

3.2%
YoY cc

22.0%
Q3 FY26 revenue



South Africa

0.3%
QoQ cc

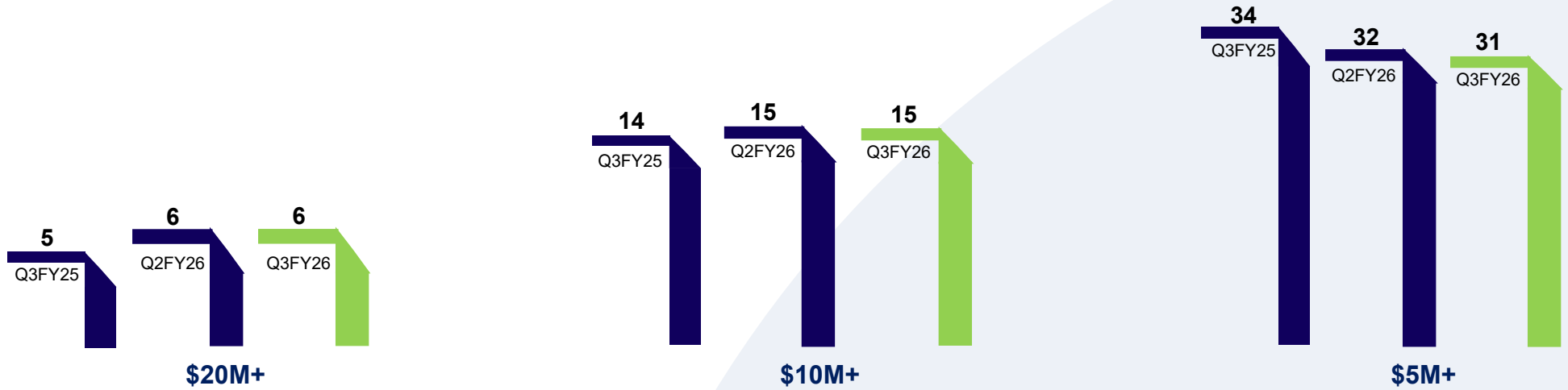
6.2%
YoY cc

12.4%
Q3 FY26 revenue

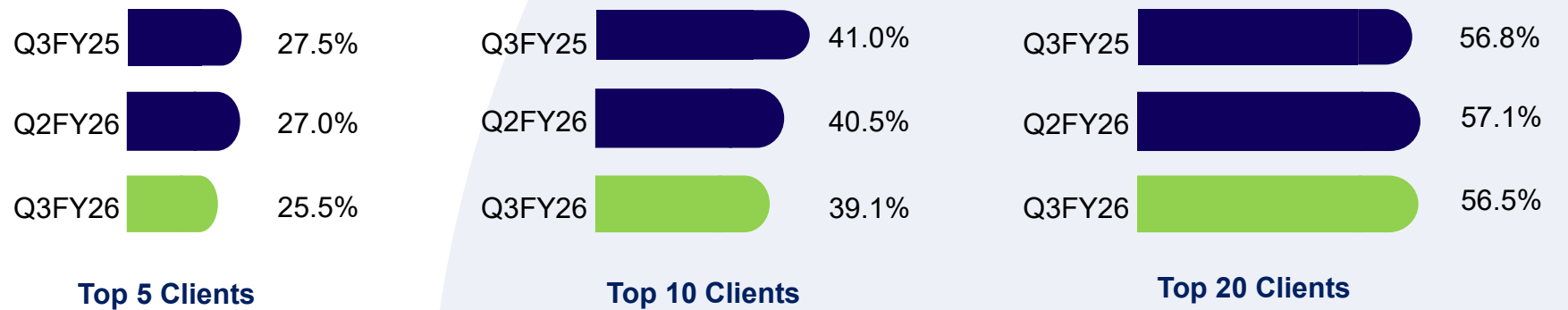
- TMT - Telecommunication, Media and Technology
- BFSI - Banking, Financial Services & Insurance
- MCS - Manufacturing and Consumer Services
- HLS - Healthcare & Life Sciences

Client and Revenue mix

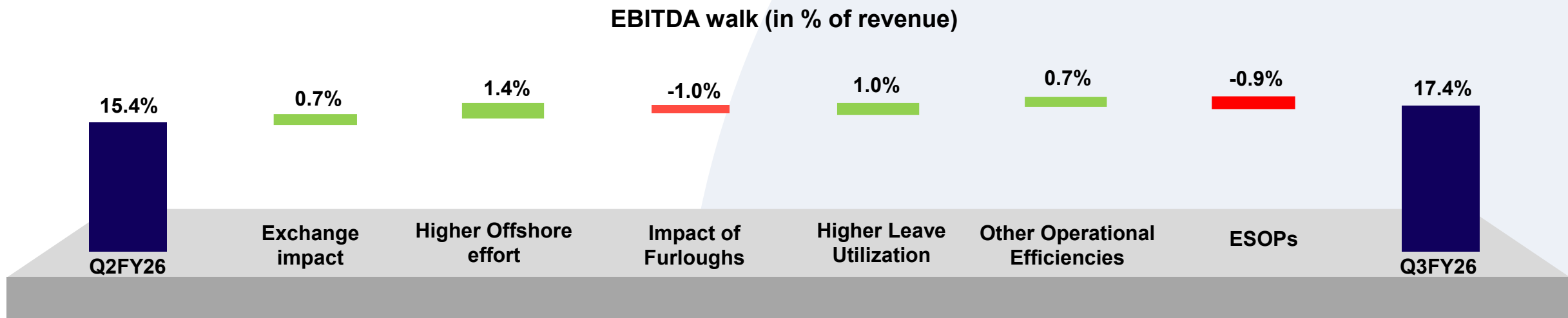
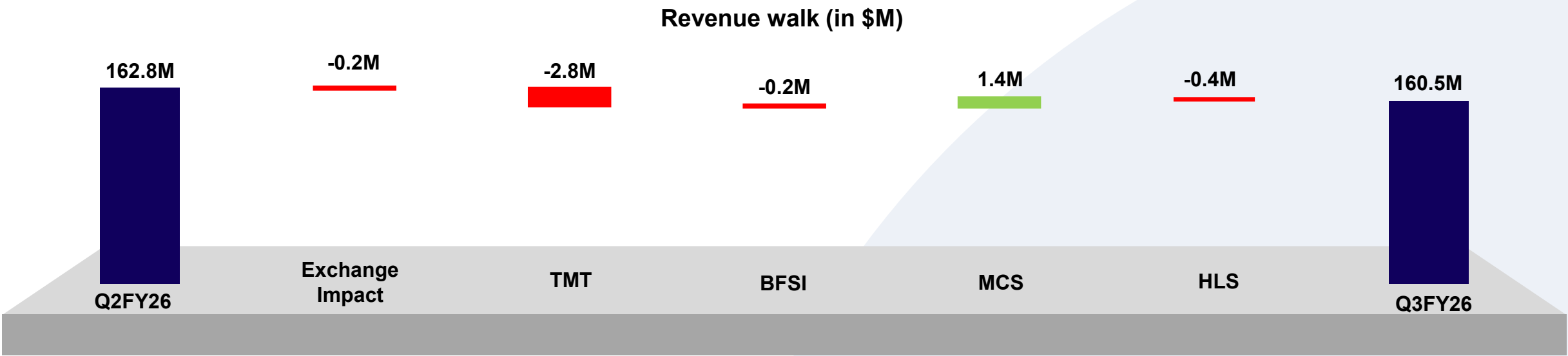
Client mix



Revenue mix (% of total revenue)



Revenue and margin walk



Win momentum : AI projects



Agentic AI partner to automate Business Process reducing manual effort for a US-based cybersecurity Organization



AI-Native Investigation Product Development for police investigations for a US-based Organization

Driving productivity through AI-powered intelligent search and discovery for a leading European motoring Association



Conversational-AI enhancements for multilingual voice enabled analytics for a global food and support services Company

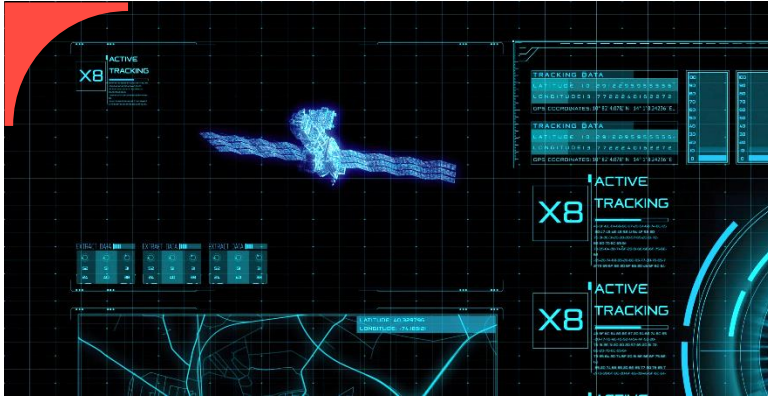


Enterprise AI Readiness Assessment and Strategic Consulting for a global client in Aviation Industry



Developed an AI web application for end-to-end repository analysis for a multinational Financial Services Company

Case studies: AI at Work: Driving Strategic Business Value



AI-driven Call Centre Transformation for a Global Satellite Service Provider

A **global direct broadcast satellite service provider** operating across 50 countries faced limited visibility into customer interactions. Its existing AI solution analyzed only 10,000 of 25,000 daily calls, relied on **delayed batch processing**, and lacked the ability to detect repeat callers or **unresolved issues**—restricting real-time responsiveness and service quality.

We deployed a scalable AI call-analytics platform on Databricks, integrating **OpenAI Whisper** for accurate voice-to-text transcription and **LLM-based** summarization to extract actionable insights. Python-based microservices enabled real-time processing and seamless integration across hybrid on-premises and Azure environments.

The solution achieved **100% call coverage**, delivered a **150% efficiency improvement**, **reduced processing time by 40%**, and enabled proactive issue resolution—establishing a foundation for future real-time and multi-channel customer engagement.



Anomaly Detection in FX Treasury Data for a US-based Financial Services Company

A large U.S.-based **financial services company** sought to **enhance its Treasury and Risk Manager platform** with a capability to proactively detect anomalies in FX treasury transactions across currencies, products, time buckets, and source systems. The objective was to enable early risk mitigation, operational corrections, and reduced financial exposure from erroneous or suspicious transactions.

A **three-tier anomaly detection framework** was implemented, combining business-rule validation, statistical and **machine learning techniques**—including an autoencoder model—and **LLM-based analysis** to add contextual explanation. Built on **Databricks**, the solution delivered a fully automated pipeline from client onboarding to model training, deployment, and serving endpoint creation.

The feature helped prevent deal errors, enabled monitoring of potentially fraudulent treasury activities, and significantly reduced the time required to identify and address transaction uncertainties.



AI-Driven Migration and Risk Analysis for a Global Financial Services Leader

A leading financial services provider wanted to **migrate 200+ enterprise applications** from legacy systems to its Customer data platform. The challenge was to quickly & consistently assess hundreds of code repositories for migration readiness, security/compliance risks, & legacy dependencies—without relying on slow, manual, repo-by-repo reviews.

Zensar developed an **Enterprise AI Orchestration Platform** that automates ingestion, execution, & tracking at scale. Using context-aware semantic scanning powered by **ChatGPT & GitHub Copilot Agents**, the solution identifies migration risks missed by traditional tools. Intelligent agents perform parallel dependency analysis across repositories, generating automated HTML/CSV reports and replacing manual engineering reviews.

The platform delivered a **50%+ reduction** in manual audit time, increased repository coverage per run, & enabled early remediation of vulnerabilities & legacy references. Improving security & compliance while accelerating migration readiness.

Leadership structure



Manish Tandon
CEO and MD



Vijayasimha Alilughatta
Chief Operating Officer



Pulkit Bhandari
Chief Financial Officer



Vivek Ranjan
Chief Human Resources Officer



Kaushik Chatterjee
Head - Africa



Parag Jain
Head - Manufacturing and Consumer
Services, and Growth Office



Harish Lala
Head - Telecommunication ,
Media and Technology



Pratik Maroo
Head - Healthcare and
Life Sciences



Nachiketa Mitra
Head - Banking and Financial
Services



Chaitanya Rajebahadur
Global Leader - Digital
Engineering, Consulting,
Martech, AI and Creative
Studios



Anshul Srivastav
Head - UK and Europe

ESG goals



Environment

Carbon emissions: Zensar commits to reach Net-zero greenhouse gas emissions across the value chain by FY45 as per targets approved by SBTi.

Energy consumption: 50% reduction in Energy Performance Index by FY30 from FY19

Renewable energy share – 70% by FY30

Waste & water management for owned premises :

- Maintain water positivity status year-on-year
- Zero Water Discharge certificate in FY26
- Zero waste to landfills status in FY27



Social

Happiness: Sustain Happiness Index Score at 82 or more

Diversity and inclusion: Create a gender-diverse workplace with 32% women associates by FY26

Corporate social responsibility: Reach 225,000 lives through community development initiatives by FY30 from FY21 base year

Human resources development: Achieve / Sustain 80 annual average hours of upskilling / reskilling per associate by FY30



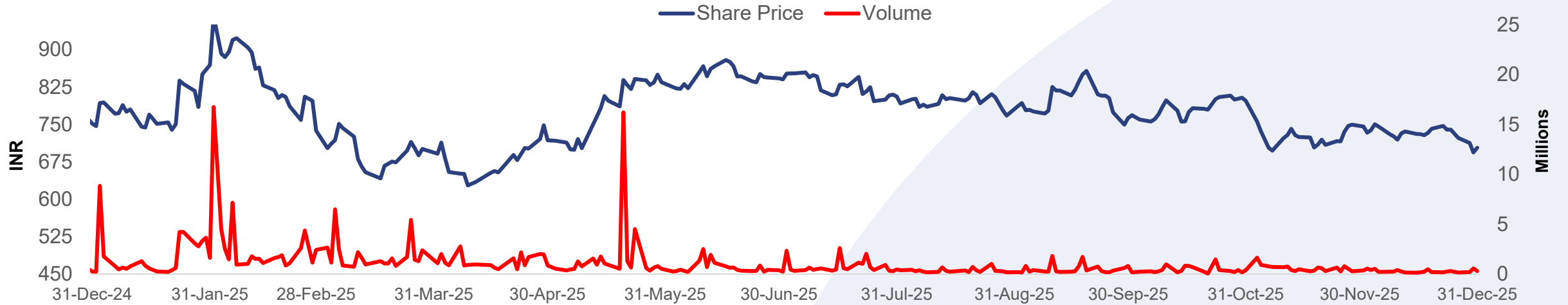
Governance

Governance & compliance: Average 95% or higher Code of Conduct training compliance year-on-year

Procurement & supplier diversity: Assess all suppliers based on sustainable procurement criteria by FY30

Data security & privacy: Commitment to data privacy compliance
Sustain BitSight rating at an advanced level (740 and above)

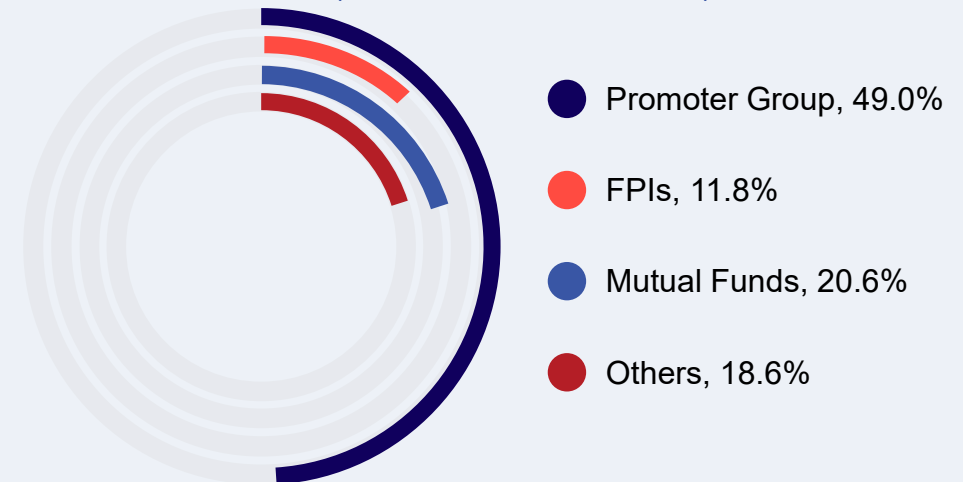
Zensar's stock price and shareholding pattern

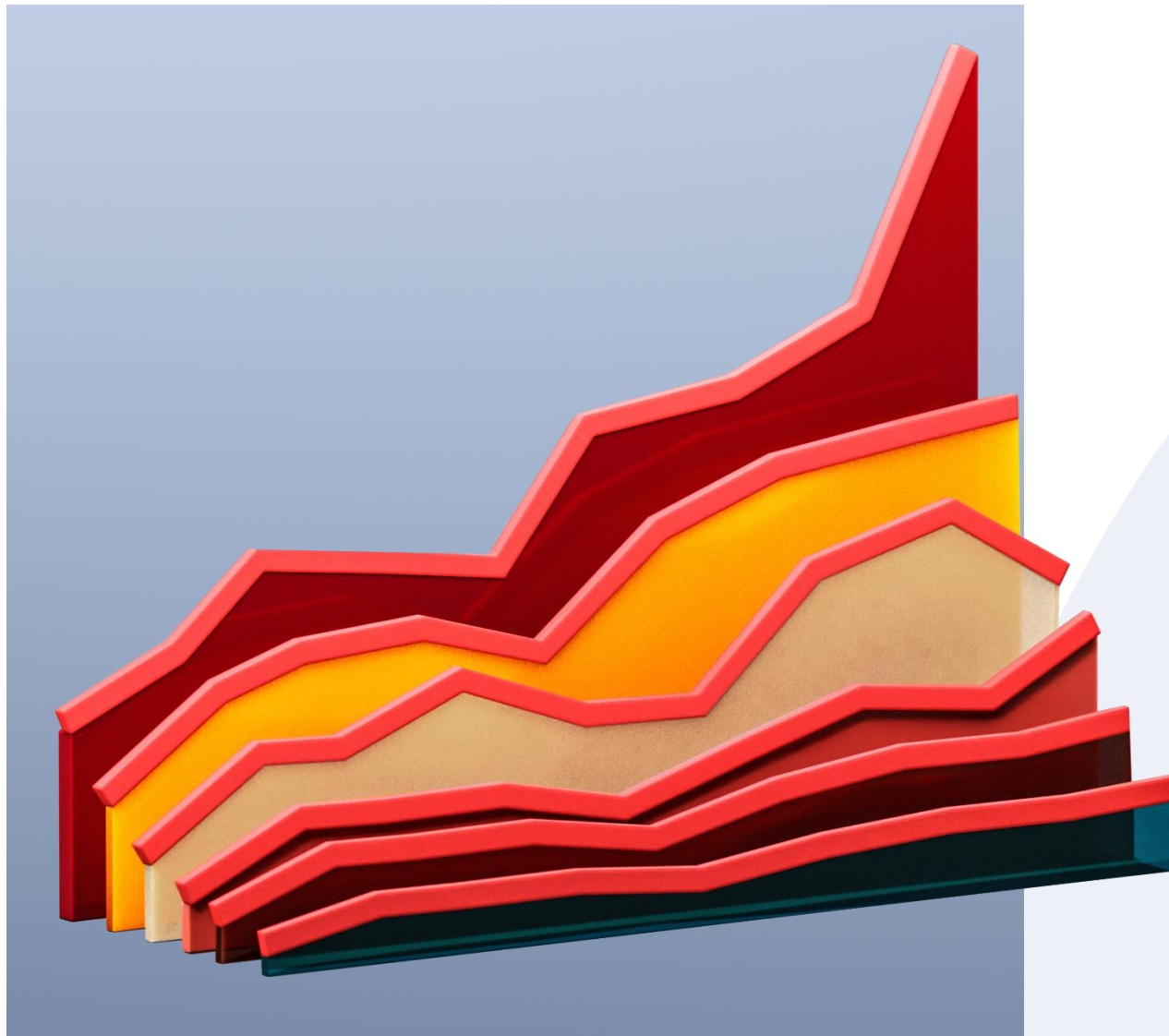


Equity Share Information

- Share Price (31st December 2025): INR 704/ share
- Market Cap (31st December 2025): INR 15,990 crs
- Financial Year: April to March
- Face Value: INR 2 / share
- Listed on Indian Stock Exchanges:
 - a) Bombay Stock Exchange (code: 504067)
 - b) National Stock Exchange (code: ZENSARTECH)
- Bloomberg Code: ZENT.IN
- Reuters Code: ZENT.BO

Shareholding Pattern (as of December 31, 2025)

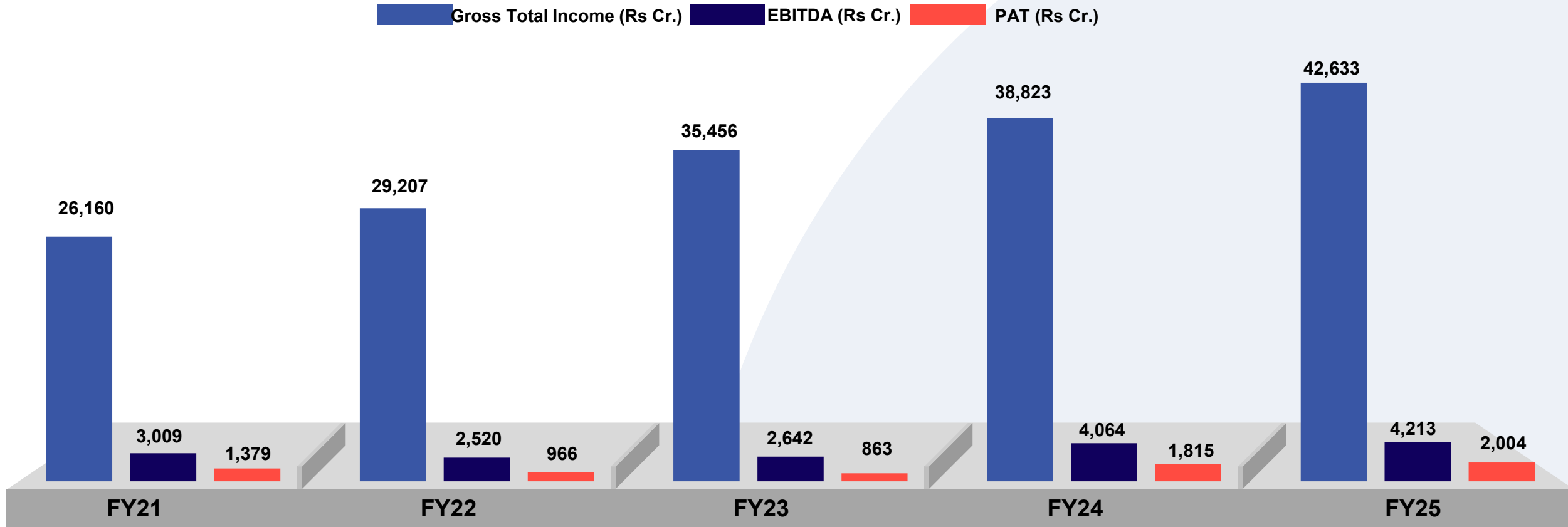




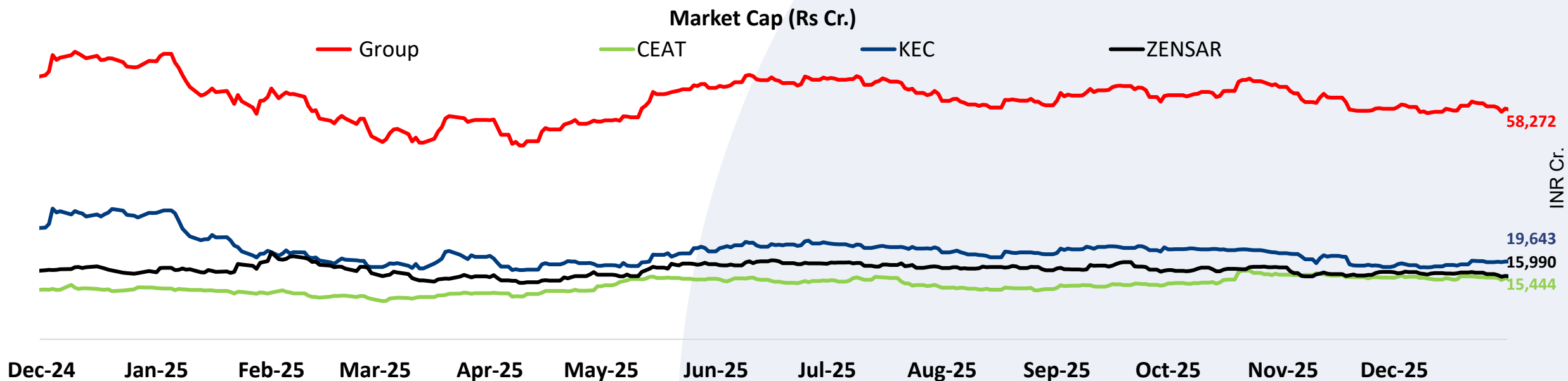
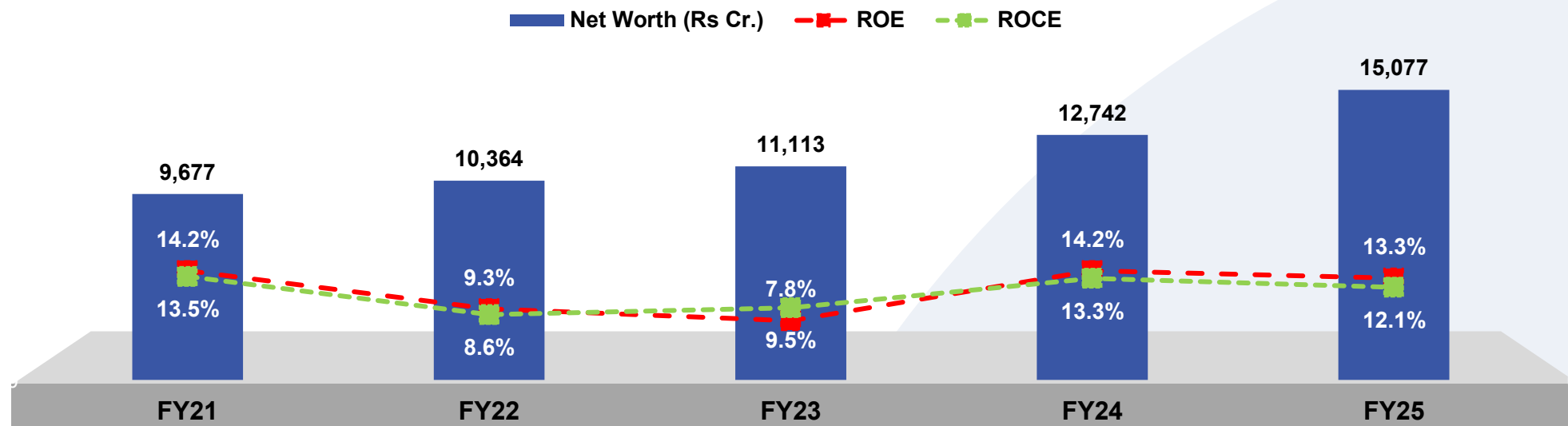
RPG Group Update

RPG Group key financials

Revenue FY21-25 CAGR 13.0%



RPG Group key financials



Note: 1. ROCE is calculated by taking EBIT*(1-ETR) divided by Capital Employed 2. ROE is calculated by taking PAT divided by Net Worth 3. Market Cap updated to December 31, 2025

zensar

Thank You





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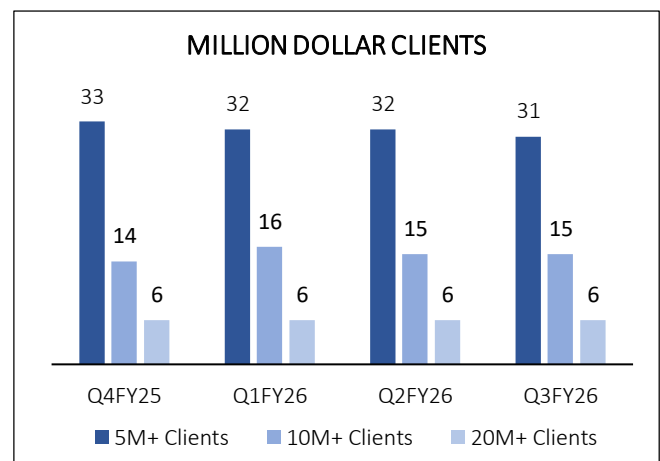
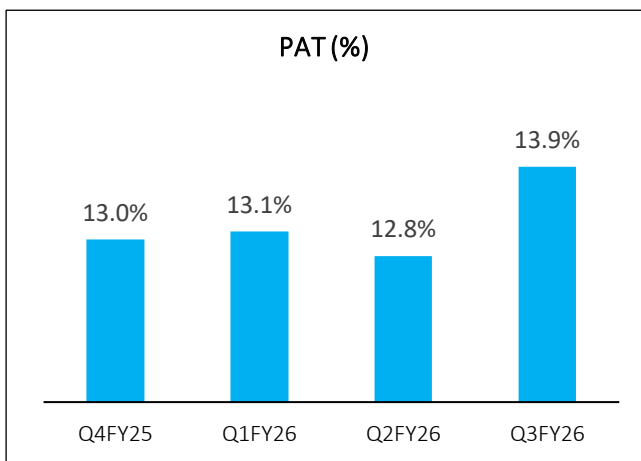
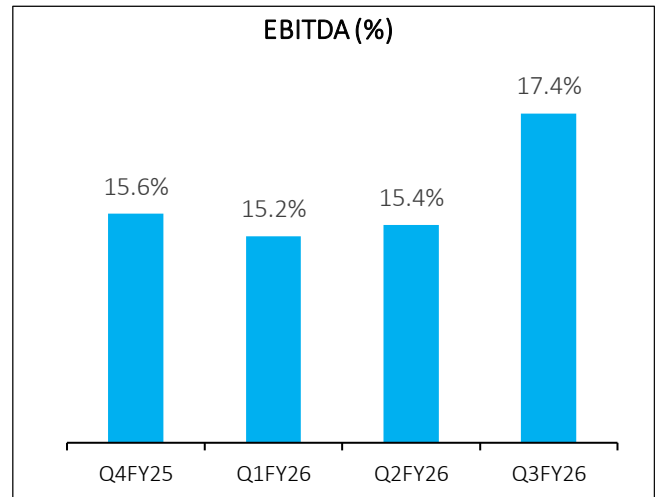
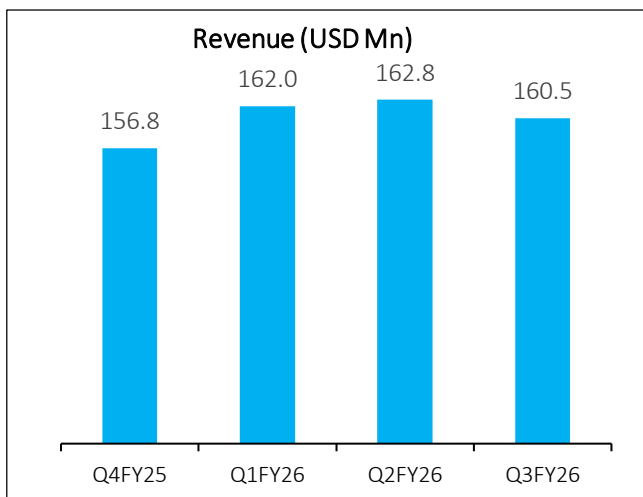
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Q3FY26 Revenue and Profitability snapshot:

Particulars	Q3FY26		Growth					
	USD Mn	INR Mn	Q-o-Q			Y-o-Y		
			USD	INR	CC	USD	INR	CC
Revenue	160.5	14,307	-1.4%	0.7%	-1.3%	2.2%	7.9%	1.3%
EBITDA	27.9	2,500	11.4%	13.6%		14.2%	20.8%	
EBIT	25.7	2,296	15.5%	17.9%		18.4%	25.3%	
PAT	22.3	1,998	7.4%	9.6%		18.2%	25.0%	

Performance Highlights:



Income Statement (USD Mn)

Income Statement (USD Mn)	Q3 FY 25	FY 25	Q2 FY 26	Q3 FY 26
Operating revenue	157.0	624.5	162.8	160.5
<i>Sequential Growth</i>	0.5%		0.5%	-1.4%
<i>Year-Over-Year Growth</i>	8.6%	5.4%	4.2%	2.2%
Cost of revenue	109.8	439.0	112.4	106.4
Gross profit	47.2	185.5	50.4	54.1
<i>Gross profit % of revenue</i>	30.1%	29.7%	31.0%	33.7%
<i>Sequential Growth</i>	7.6%		2.2%	7.3%
<i>Year-Over-Year Growth</i>	5.0%	-1.5%	15.0%	14.6%
Sales and marketing expenses	10.2	40.1	11.4	12.2
General and administration expenses	12.6	48.9	13.9	14.0
Operating expenses	22.7	89.0	25.3	26.2
<i>% of revenue</i>	14.5%	14.3%	15.6%	16.3%
Earnings before interest, tax, depreciation and amortization (EBITDA)	24.5	96.5	25.1	27.9
<i>EBITDA % of revenue</i>	15.6%	15.5%	15.4%	17.4%
<i>Sequential Growth</i>	2.0%		2.2%	11.4%
<i>Year-Over-Year Growth</i>	-1.9%	-8.3%	4.5%	14.2%
Depreciation and amortization	2.8	12.1	2.9	2.3
Earnings before interest and tax (EBIT)	21.7	84.4	22.2	25.7
<i>EBIT % of revenue</i>	13.8%	13.5%	13.6%	16.0%
<i>Sequential Growth</i>	6.0%		1.6%	15.5%
<i>Year-Over-Year Growth</i>	2.3%	-5.2%	8.6%	18.4%
Interest	0.4	2.1	0.4	0.3
Exchange Gain/(Loss)	-1.3	-4.3	0.9	0.3
Other income	4.9	23.2	4.7	6.8
Exceptional Items*	-	-	-	2.8
Profit before tax	24.9	101.3	27.4	29.7
<i>% of revenue</i>	15.8%	16.2%	16.8%	18.5%
<i>Sequential Growth</i>	0.2%		-2.3%	8.2%
<i>Year-Over-Year Growth</i>	-2.3%	-4.2%	10.5%	19.2%
Provision for taxation	6.0	24.6	6.6	7.3
Profit after tax	18.9	76.7	20.8	22.3
<i>Profit after tax % of revenue</i>	12.0%	12.3%	12.8%	13.9%
<i>Sequential Growth</i>	1.7%		-2.0%	7.4%
<i>Year-Over-Year Growth</i>	-2.7%	-4.4%	11.9%	18.2%

*Statutory impact of new Labour Codes



Income Statement (INR Mn)

Income Statement (INR Mn)	Q3 FY 25	FY 25	Q2 FY 26	Q3 FY 26
Operating revenue	13,256	52,806	14,213	14,307
<i>Sequential Growth</i>	1.3%		2.6%	0.7%
<i>Year-Over-Year Growth</i>	10.1%	7.7%	8.7%	7.9%
Cost of revenue	9,266	37,111	9,801	9,475
Gross profit	3,990	15,695	4,412	4,832
<i>Gross profit % of revenue</i>	30.1%	29.7%	31.0%	33.8%
<i>Sequential Growth</i>	8.6%		4.5%	9.5%
<i>Year-Over-Year Growth</i>	6.5%	0.7%	20.1%	21.1%
Sales and marketing expenses	860	3,391	999	1,090
General and administration expenses	1,061	4,137	1,214	1,243
Operating expenses	1,921	7,528	2,212	2,333
<i>% of revenue</i>	14.5%	14.3%	15.6%	16.3%
Earnings before interest, tax, depreciation and amortization (EBITDA)	2,069	8,167	2,200	2,500
<i>EBITDA % of revenue</i>	15.6%	15.5%	15.5%	17.5%
<i>Sequential Growth</i>	2.9%		4.5%	13.6%
<i>Year-Over-Year Growth</i>	-0.3%	-6.3%	9.4%	20.8%
Depreciation and amortization	237	1,019	252	203
Earnings before interest and tax (EBIT)	1,833	7,148	1,948	2,296
<i>EBIT % of revenue</i>	13.8%	13.5%	13.7%	16.0%
<i>Sequential Growth</i>	7.0%		3.9%	17.9%
<i>Year-Over-Year Growth</i>	3.9%	-3.1%	13.7%	25.3%
Interest	37	173	37	23
Exchange Gain/(Loss)	-109	-360	80	29
Other income	416	1,963	411	601
Exceptional Items*	-		-	254
Profit before tax	2,103	8,577	2,402	2,650
<i>% of revenue</i>	15.9%	16.2%	16.9%	18.5%
<i>Sequential Growth</i>	1.1%		-0.1%	10.3%
<i>Year-Over-Year Growth</i>	-0.8%	-2.1%	15.5%	26.0%
Provision for taxation	505	2,079	580	652
Profit after tax	1,598	6,498	1,822	1,998
<i>Profit after tax % of revenue</i>	12.1%	12.3%	12.8%	14.0%
<i>Sequential Growth</i>	2.6%		0.1%	9.6%
<i>Year-Over-Year Growth</i>	-1.2%	-2.3%	17.0%	25.0%

*Statutory impact of new Labour Codes



Other Metrics

Other Metrics	Q3 FY 25	FY 25	Q2 FY 26	Q3 FY 26
<u>Revenue By Service Offering (as % of Revenue)</u>				
Digital Application Services	79.5%	80.0%	77.8%	77.8%
<i>Application Services</i>	33.2%	33.6%	32.0%	31.0%
<i>Enterprise Application (SaaS)</i>	12.3%	12.3%	11.8%	11.6%
<i>Products & Platforms incl. CMO services*</i>	25.0%	24.9%	24.3%	25.2%
<i>Data Engineering and Analytics</i>	8.9%	9.2%	9.8%	9.9%
Cloud Infrastructure and Security	20.5%	20.0%	22.2%	22.2%
<u>Revenue By Vertical (as % of Revenue)</u>				
Telecommunication, Media and Technology	21.4%	22.5%	20.0%	18.5%
Manufacturing & Consumer Services	27.7%	26.6%	25.2%	26.4%
Banking & Financial Services	40.1%	40.4%	43.6%	44.0%
Healthcare & Life Sciences	10.8%	10.4%	11.2%	11.1%
<u>Revenue By Geographical Segment (as % of Revenue)</u>				
US	67.3%	67.7%	66.6%	65.5%
Europe	21.2%	20.9%	21.5%	22.0%
Africa	11.5%	11.4%	11.9%	12.4%
<u>Operating revenue (Constant Currency Mn)</u>	157.4	622.2	161.9	160.7
Sequential Growth	0.7%	5.1%	0.0%	-1.3%
Year-Over-Year Growth	7.5%	5.1%	3.4%	1.3%
<u>Constant Currency Growth By Vertical (QoQ %)</u>				
Telecommunication, Media and Technology	-3.5%	-9.4%	-10.2%	-8.7%
Manufacturing & Consumer Services	6.5%	8.2%	-0.6%	3.4%
Banking & Financial Services	-1.3%	12.3%	4.8%	-0.3%
Healthcare & Life Sciences	3.2%	18.3%	3.9%	-2.3%
<u>Number of million dollar Clients (LTM Revenue)</u>				
1 Million dollar +	87	84	84	85
5 Million dollar +	34	33	32	31
10 Million dollar +	14	14	15	15
20 Million dollar +	5	6	6	6

*Previously reported as Advanced Engineering and Experience Services, now grouped.



Other Metrics	Q3 FY 25	FY 25	Q2 FY 26	Q3 FY 26
<u>Revenue from top clients</u>				
Revenue- top 5 clients	27.5%	27.7%	27.0%	25.5%
Revenue- top 10 clients	41.0%	41.3%	40.5%	39.1%
Revenue- top 20 clients	56.8%	57.3%	57.1%	56.5%
Number of active clients	158	166	171	176
<u>Onsite: Offshore (as % of Revenue)</u>				
Revenue mix				
Onsite	49.5%	49.9%	45.8%	45.5%
Offshore	50.5%	50.1%	54.2%	54.5%
<u>Utilization (excluding Trainees)</u>				
Utilization (excluding Trainees)	82.9%	84.6%	84.8%	83.5%
<u>Headcount</u>				
Total Headcount	10,517	10,702	10,550	10,732
Technical - Onsite	2,095	2,061	1,922	1,870
Technical - Offshore	7,567	7,772	7,684	7,924
Gross employees added during the period	975	3,396	831	988
% of women employees	29.8%	29.6%	29.7%	30.0%
Voluntary Attrition %(LTM)	10.0%	9.9%	9.8%	9.5%
<u>Exchange Rates (Rupee Dollar Rate)</u>				
Period Closing Rate	85.6	85.5	88.8	89.9
Period Average Rate	84.4	84.5	87.2	89.1
<u>Accounts receivables (in days)</u>				
Billed	45	48	47	47
Unbilled	23	25	28	24
Total	68	73	75	71
<u>Cash and bank balances including investments (in USD Mn)</u>				
Cash and bank balances	68.7	87.0	92.0	92.3
Investments	200.4	203.5	201.0	230.1
Cash and bank balances including investments	269.2	290.5	293.0	322.4
Debt (USD Mn)	-	-	-	-
Total Outstanding Hedges (in USD Mn)	109.5	76.5	80.2	87.8



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Safe Harbor

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In addition to the foregoing, global pandemics like COVID-19 may pose an unforeseen, unprecedented, unascertainable, and constantly evolving risk(s), inter-alia, to us, our customers, delivery models, vendors, partners, employees, and general global operations and may also impact the success of companies in which we have made strategic investments, demand for the Company's offerings, and the onshore-offshore-nearshore delivery model.

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