

January 28, 2026

**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: RAMCOSYS**

**BSE Ltd.,
Corporate Relationship Department
Phiroze Jeejeebhoy Towers
Dalal Street, Mumbai – 400 001
Scrip: 532370**

Sub: Press Release

**Ref: Regulation 30 of SEBI (Listing Obligations and Disclosure Requirements) Regulations,
2015**

Please find enclosed the press release, titled "**Ramco Systems posts Q3 revenue of USD 20.18m**" which is being released to the press from our end.

The aforesaid intimation is also being hosted on the website of the Company www.ramco.com.

Kindly take on record the same.

Thanking you,

For RAMCO SYSTEMS LIMITED

**MITHUN V
COMPANY SECRETARY& COMPLIANCE OFFICER**

Encl: Press Release

Ramco Systems Limited

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Registered Office: 47, P.S.K. Nagar, Rajapalayam 626 108, Tamilnadu, India.

Global Offices: India | Singapore | Malaysia | Indonesia | HongKong | China | Vietnam | Macau | Japan | Philippines | Australia |
New Zealand | UAE | Saudi Arabia | USA | Canada | United Kingdom | Germany | Switzerland | Spain | Sudan | South Africa
www.ramco.com

Ramco Systems posts Q3 revenue of USD 20.18m EBITDA of USD 5.24m

Chennai, INDIA – January 28, 2026 – Ramco Systems (BSE – 532370, NSE – RAMCOSYS), a global enterprise software company offering next-generation SaaS-enabled platform and products, today announced the results for the third quarter of the financial year 2025-26.

For the quarter ended December 31, 2025 (Q3: 2025-26), the global consolidated income of Ramco Systems Limited stood at USD 20.35m (Rs. 180.02cr). The EBITDA for the quarter stood at USD 5.24m (Rs. 46.43cr) at 26%. With the recent changes in the Labour Code, after considering a one-time exceptional item of USD 2.43m (Rs. 21.5cr), the net profit after tax for the quarter stood at USD 0.36m (Rs. 3.26cr).

Results at a Glance:

Financial Highlights:

- Quarterly Order Bookings stood at USD 10.62m
- Recurring revenue remained stable at USD 11.29m
- With the Unexecuted Order Book at USD 149.74m, Ramco maintains a stable base for future execution and revenue realization
- Maintained a cash balance of USD 11.77m as of December 31, 2025

Business Highlights:

- Added marquee customers and deepened partnerships with existing clients:
 - A leading global IT services and consulting company selected Ramco to standardize payroll across multiple Middle Eastern markets, creating an AI-ready payroll foundation for insight-driven decisions.
 - A global real estate investment and fund management firm adopted Ramco Payce to scale and govern payroll for its Australian workforce
 - A multinational healthcare services and solutions provider chose Ramco to unify payroll across India and the Philippines
 - A US-headquartered defense contractor providing helicopter MRO services selected Ramco Aviation Software to provide end-to-end lifecycle coverage across its operations
 - An aviation charter services provider from Australia chose Ramco Aviation Software to modernize its operations
 - A world leading provider of jet and turboprop engines expanded its relationship with Ramco by choosing Ramco Payce for its payroll function across Southeast Asia, India, and the Middle East
 - A leading integrated media company in Asia selected Ramco Payce to unify and modernize its payroll ecosystem
- A global logistics company went live with Ramco Logistics Solution, transforming its fleet management operations across Australia, Indonesia and the Philippines
- Ramco Payce is certified as a Workday Global Payroll Connect (GPC) partner. This integration of Ramco's multi-country payroll with Workday's Human Capital Management (HCM) delivers seamless, accurate and scalable solutions for global enterprises.
- Recognized at the HR Vendors of the Year 2025 Awards, winning Best Payroll Software and Best Payroll Outsourcing Partner across Malaysia and Singapore

Abinav Raja, Managing Director, Ramco Systems, said, “As we progress through our modernization journey, we are expanding our technology teams with next-generation talent. This focus would further enable us to accelerate product shipment, enhance quality, and deepen our AI and agentic capabilities. These steps are positioning us to deliver greater value to customers as we scale.”

Sandesh Bilagi, President & COO, Ramco Systems, said, “We have maintained steady revenue performance and sustained net profitability for yet another quarter. Project delivery remained on track, with our teams ensuring consistent go-lives across engagements. Customer engagement quality has improved significantly, translating into stronger relationships and greater value delivery. With this operational rhythm firmly in place, our focus will now be on accelerating order closures in the coming quarters.”

About Ramco Systems:

Ramco Systems is a world-class enterprise software product/ platform provider disrupting the market with its multi-tenant cloud and mobile-based enterprise software, successfully driving innovation for over 25 years. Over the years, Ramco has maintained a consistent track record of serving 800+ customers globally with two million+ users and delivering tangible business value in Global Payroll, Aviation, Aerospace & Defense, and ERP. Ramco's key differentiator is its innovative product development approach through its revolutionary enterprise application assembly and delivery platform. On the innovation front, Ramco is leveraging cutting-edge technologies around Artificial Intelligence, Machine Learning, RPA, and Blockchain, amongst others, to help organizations embrace digital transformation.

For more information, please visit <https://www.ramco.com/>

Follow Ramco on Twitter [@ramcosystems](https://twitter.com/ramcosystems) and stay tuned to <http://blogs.ramco.com>

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CIN - L72300TN1997PLC037550

Safe Harbor

Certain statements in this release concerning our future growth prospects are forward looking statements which involve a number of risks and uncertainties that could cause actual results to differ materially from those in such forward looking statements. The risks and uncertainties relating to these statements include, but are not limited to risks and uncertainties regarding fluctuations in earnings, our ability to manage growth, intense competition in IT business including those factors which may affect our cost advantage, wage increases in India, our ability to attract and retain highly skilled professionals, time and cost overruns on fixed-price, fixed-time frame contracts, client concentration, restrictions on immigration, our ability to manage our international operations, reduced demand for technology in our key focus areas, disruptions in telecommunication networks, our ability to successfully complete and integrate potential acquisitions, liability for damages on our service contracts, withdrawal of governmental fiscal incentives, political instability, and unauthorized use of our intellectual property and general economic conditions affecting our industry. Ramco Systems may, from time to time, make additional written and oral forward-looking statements, including statements contained in our reports to shareholders. The company does not undertake to update any forward-looking statement that may be made from time to time by or on behalf of the company.—