



Date: March 9, 2022

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Symbol: ZENSARTECH

Series: EQ

Subject : Press Release

Dear Sir(s),

Please find enclosed herewith a press release titled "**Zensar's Enliven Initiative to Help Women Join the Workforce After a Career Break**", which is being released to Press.

This is for your information.

Thanking you,

Yours sincerely,

For Zensar Technologies Limited

Gaurav Tongia
Company Secretary



Encl. as above

An  Company



Zensar's Enliven Initiative to Help Women Join the Workforce After a Career Break

Pune, India, March 9, 2022: Zensar, a leading experience engineering and technology solutions company, announced the creation of a D&I initiative, Enliven, to help women professionals return to the workforce after a career break. Zensar's Enliven program is designed to assist women transition back to the workforce after a career break of any kind and to help remove the obstacles associated with gaps in work. Initially, this program will cover employees based in India.

Ajay S. Bhutoria, CEO and Managing Director, Zensar, expressed, "A gender-balanced workforce is crucial to an organization's success. Women bring skill, experience, perspective, and diversity to Zensar. The Enliven initiative will facilitate the reintegration of women into our workforce. We hope Enliven helps debunk the myth that a career break is a life break. I look forward to the successful rollout of this program."

"Enliven is one of our key D&I initiatives, as we expand our vision to create gender balance and bring in more inclusive practices while creating a progressive culture. We have been consistent in our pursuit of creating an ecosystem designed to help these women professionals take the right strides in their career re-launch. We have already inducted a dynamic set of women associates as part of this initiative and look forward to adding more to the team. Our diversity hiring practices follow global best practices, as we constantly try to learn and evolve to be a more gender-diverse, inclusive company," **said Vivek Ranjan, CHRO, Zensar.**

The Enliven program focuses on hiring women after a career break, people with disabilities, and individuals from the LGBTQ+ community. Diversity is leadership-driven at Zensar, supporting our D&I council to create an equal, inclusive gender balance through global learning platforms and associations. Other facets like equal pay and promotion, work flexibility, wellness resources, and benefits uphold our inclusive practices. The team has introduced gender pay gap fitment, zero discrimination in promotion, performance rating processes, and learning platforms exclusive to our women employees.

Zensar works to support UN's Sustainable Development Goals 5 (gender equality) and 10 (reduced inequalities) and applies a gender lens in the periodic reviews of talent acquisition and retention.

About Zensar (www.zensar.com)

We conceptualize, build, and manage digital products through experience design, data engineering, and advanced analytics for over 130 leading companies. 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 10,000+ associates work across 33 locations, including San Jose, Seattle, Princeton, Cape Town, London, Singapore, and Mexico City.

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RPG Enterprises, established in 1979, is one of India's fastest-growing business groups with a turnover of US\$ 4B. The group has diverse business interests in the areas of infrastructure, tires, pharmaceuticals, IT, and specialty industries.

For any queries, please reach out:

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Safe Harbour

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 customer 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 pandemic 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, general global operations and may also impact the success of companies in which we have made strategic investments, demand for 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.