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Symbol: ZENSARTECH

Series: EQ

Sub: Press Release

Dear Sir(s),

Please find enclosed herewith a press release titled "*Zensar participates in the 'Women in the Workplace 2019' report by McKinsey and LeanIn.Org*".

This is for your information and dissemination purpose.

Thanking you,
Yours sincerely,

For **Zensar Technologies Limited**


Gaurav Tongia
Company Secretary



Zensar participates in the ‘Women in the Workplace 2019’ report by McKinsey and LeanIn.Org

San Jose, North America, December 13, 2019: Zensar, a leading digital solutions and technology services company that specializes in partnering with organizations across industries on their digital transformation journey, announced it participated in the ‘**Women in the Workplace**’ report for 2019. Since 2015, McKinsey & Company and LeanIn.Org have published this report annually to give companies and employees the information they need to advance women and improve gender diversity within their organizations.

Sandeep Kishore, Chief Executive Officer and Managing Director, Zensar said, “Women are the trailblazers in any organization and we are focused on building a balanced leadership across the company. It is encouraging to see our focused efforts been recognized in this report. We look forward to working towards investing in our women talent across all our locations.”

Vivek Ranjan, Senior Vice-President and CHRO, Zensar commented, “At Zensar, a significant proportion of our women associates form our top talent. We have made concerted efforts towards creating an increasing number of women leaders across all functions at all our worldwide locations. To be included in this report underlines our initiatives towards this important sustainable corporate strategy.”

At Zensar, our women workforce happens to be one of our consistent top talent. We have worked toward creating an increasing number of women leaders across all functions at all our worldwide locations. To be included in this report underlines our initiatives towards this important corporate strategy.”

Zensar has created clear career paths for its existing and new women associates. To bring back experienced mid-level women workforce after career breaks, the program, ‘*Enliven*’, was launched. This initiative focuses on identifying women in technology in India who have taken career breaks and are wanting to return to work, providing internship opportunities and onboarding them full time with relevant upskilling avenues.

In America, which is the company’s biggest market, women associates have been hired at manager and senior positions, making it one of the key areas of focus for the HR function.

Diversity & Inclusion (D&I) Centre of Excellence (CoE) in Zensar was formed with the objective to anchor and lead Inclusion practices through a Global D&I Council with representatives from a diverse group of our global workforce. One of the key tenets is to represent Zensar’s inclusion practices in the industry and create awareness on the importance of having an inclusive work environment. Global D&I Council is guided by an Advisory Board, on initiatives that are of high impact to the society, with a direct business impact on the success of the company. Keeping aware of global standards, knowledge exchange as well as creating D&I champions across the company is one of the key focus areas of the council.

About Zensar (www.zensar.com)

Zensar is a leading digital solutions and technology services company that specializes in partnering with global organizations across industries on their digital transformation journey. A technology partner of choice, backed by a strong track record of innovation; credible investment in digital solutions; and



unwavering commitment to client success, Zensar' s comprehensive range of digital and technology services and solutions enables its clients achieve new thresholds of business performance. Zensar, with its experience in delivering excellence and superior client satisfaction through myriad technology solutions, is uniquely positioned to help its clients surpass challenges they face running their existing business most efficiently, helping in their legacy transformation, and planning for business expansion and growth through innovative and digital ways.

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About RPG Enterprises (www.rpggroup.com)

RPG Enterprises, established in 1979, is one of India's fastest growing business groups with a turnover of Rs 23000 Cr. 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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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 services 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, legal restrictions on raising capital or acquiring companies outside India, and unauthorized use of our intellectual property and general economic conditions affecting our industry. 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.

