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Symbol: ZENSARTECH

Series: EQ

Sub: Press Release

Dear Sir(s),

Please find enclosed herewith a press release titled "*Zensar welcomes its third batch of Work from Anywhere (WFA) recruits*"

This is for your information and dissemination purpose

Thanking you,

Yours sincerely,

For **Zensar Technologies Limited**

Gaurav Tongia
Company Secretary

Encl. as above

Zensar welcomes its third batch of Work from Anywhere (WFA) recruits

Pune, India, December 24 , 2020: Zensar, a leading digital solutions and technology services company that specializes in partnering with organizations across industries on their digital transformation journey, announced that it has welcomed its third batch of its unique industry first model of Work from Anywhere recruits. This unique work model was introduced in the second quarter of FY21. Till date, the company has added 500 associates from across pan-India, all onboarded and connected virtually to management and extended teams.

Sandeep Kishore, Chief Executive Officer and Managing Director, Zensar said, “We take pride in our people and this innovative, unique industry model took shape from an idea to bring in hitherto untapped avenues of talent. Turning an adverse situation into an inspiring initiative is what sets us apart in the way we nurture our people. Being a digital company, has enabled us to seamlessly adopt this disruptive model and we are committed to making it a success all the way.”

Commenting on this announcement, Vivek Ranjan, Senior Vice President and CHRO, Zensar said, “We are delighted to welcome this batch on our Work from Anywhere model. The previous two batches have been successfully integrated in the company and are on their way to a fast-track career path at Zensar. Through this novel idea, we have been able to recruit talent from across the country, opening up possibilities of new talent, new thinking and an energetic workforce. We wish them success in their journey at Zensar.”

The Work from Anywhere model has been currently introduced in India and the three batches of recruit’s hail from across cities of Indore, Jabalpur, Jammu, Vizag, Shimla, Patna, Guntur, Chandigarh, Kolkata, Bangalore, Pune, Hyderabad and many more. The new recruits are inducted via Zensar’s proprietary digital HR platform, called Talent@Zensar. This application serves as the one single platform that facilitates on-boarding, leadership connect, leave management, corporate information, company policies etc. One of the highlights of this model is that senior leaders from Zensar directly speak with the associates as well as their families. Special sessions are held for families to address their queries on this model, the company and related matters.

This initiative began with a thinking on the shift in the cultural mindset by factoring in the various touchpoint any new joiner connects with the employer. It started with mapping the why, what and how will the new joiner find their own place in the organization in the remote model.

Some of the key actions include sending them detailed information on the company, our values, offerings and culture framework before they come on board officially. One of the most important activities involves with live leadership interaction, with the CEO, COO and CHRO directly addressing them as well as their families. After a detailed onboarding, they undergo a three-day immersive virtual training on Campus to Corporate, where they are trained on nuances of working in a corporate environment. This is followed by a three-month immersive technical training, with assessments, to sharpen their capabilities. Most importantly, we realise that working in a virtual environment can get a bit dull and isolated, especially for a new hire. We have designed specially curated engagement sessions for them throughout the training period and ongoing. This includes various leadership interactions, wellness sessions with focus on mental health, sessions by our technology experts, soft skills sessions, intra batch interaction sessions through small competitions to foster engagement and bonding within the batch, regular direct interaction with our CEO through ZenVerse.



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 US\$ 4 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.

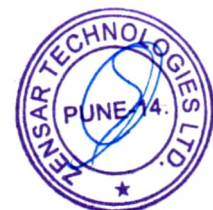
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Safe Harbor

Safe Harbor

Certain statements in this release concerning our future prospects are forward-looking statements which 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.

