INVESTOR PRESENTATION

Q4 2024-25

SASKEN

Safe Harbor Clause

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 due to risks or uncertainties associated with our expectations with respect to, but not limited to, our ability to successfully implement our strategy and our growth and expansion plans, technological changes, our exposure to market risks, general economic and political conditions which have an impact on our business activities or investments, changes in the laws and regulations that apply to the services industry, including with respect to tax incentives and export benefits, adverse changes in foreign laws, including those relating to outsourcing and immigration, increasing competition in and the conditions of the Indian and global IT services industry, the prices we are able to obtain for our services, wage levels in for IT professionals, the loss of significant customers, the monetary policies in India and globally, inflation, deflation, unanticipated turbulence in interest rates, foreign exchange rates, equity prices or other rates or prices, the performance of the financial markets in India and globally. The Company may, from time to time, make additional written and oral forward-looking statements, including statements contained in the Company's filings with the Stock Exchanges and 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.

Sasken Group at a glance

- Product Engineering
- Digital Transformation
- ASIC Design Services
- Cyber Security

Semiconductor | Communication & Devices | Automotive & Off-Highway | SatCom | Enterprise Grade Devices | Industrials | Transportation

Customer Proximity Centers/Sales Offices | Development Center | Hardware Capabilities

Serving Clients across 5 Continents (23 Countries)

35+ Years leadership in Engineering R&D

90+ clients including Fortune 500 Companies.

CSAT of avg : **4.5 on 5.0**

70+ patents

200+ unique products are shipped with Sasken IP and services

Listed on BSE/NSE
Cash Positive
Debt Free
Profitable

Global Footprint
Coverage in 5 Continents

1800+
Engineers Globally

Delivery & Sales Centres
North America, Asia, and Europe

Innovation Centre Finland
Anechoic chamber
Acoustic Lab, RF/Antenna Labs

zinnov ZONES ER&D SERVICES

Everest Group PEAK MATRIX ASPIRANT 2018 DIGITAL SERVICES

Sasken Management Systems Compliance

- Privacy regulations: EU-GDPR | CCPA India Data Privacy Act
- Automotive Functional Safety: ISO 26262

Global Certifications

- Automotive SPICE: ASPICE L3.0; TISAX ENX ASSOCIATION
- Quality: ISO 9001:2015
- Environment: ISO 14001:2015
- Information Security: ISO/IEC 27001:2013
- Software Engineering & Project Management: CMMi-L3
- Privacy: ISO/SEC 27701:2019

60x4x3: Our strategy to accelerate growth

60 → 60 Marquee Accounts

x4 → at least $4M per account

x3 → in 3 Years

- Anchor culture of execution, accountability & empowerment
- Reinforce World-Class, Tech-First, and Intellectual Integrity
- Empower regional teams for culture sensitive local decision-making
- Unwavering commitment towards talent development
- Drive innovation and deliver exceptional value to customers

Our Commitment To Society (ESG)

ENVIRONMENTAL GOVERNANCE

- Environmental Goals
- Water Impact
- Energy Management
- Greenhouse Gas Emission
- GHG Management
- Sustainable Sourcing
- Environmental Stewardship

SOCIAL GOVERNANCE

- Social Goals
- Diversity & Inclusion
- Human Rights
- Women Empowerment
- Safe and Inclusive Workplace
- Investing in Our People
- Well-being
- Inclusive Growth Equitable Development

CORPORATE GOVERNANCE

- Governance Goal
- Sustainability Governance
- Sustainability Governance Strategy
- Sustainability Governance Leadership Model
- Sustainability Governance Pillars
- Core Sustainability Governance Programs
- Integrity, Ethics & Transparency
- Data privacy, Cyber Security
- Value to Customers

Snapshot of our FY25 ESG achievements

ENVIRONMENT

69% reduction in GHG emissions versus 2018/19(YoY 7% improvement from 23 to 24)

100% power replenished by sustainable energy

100% of all light fittings in LED

4,045 kilo litres of waste-water recycled

1404KL Water psitive in Corporate campus

15.5 kgs/per person/annum waste

SOCIAL

0 wage disputes, child labour, discrimination, forced labour

Great Place To Work. Certified FEB 2024-FEB 2025 INDIA

13,089 students benefited from morning nutrition program

1055 Students' skill Devlopment program, with 52% being girls\

GOVERNANCE

0% breach on data privacy

0% breach on cyber security

0 disaster Incidents

99% antivirus and security patch compliance

Q4 FY25

PERFORMANCE HIGHLIGHTS

MESSAGE FROM THE MANAGEMENT

"Our Q4 performance reemphasizes the resilience and strength of our business mode. and our commitment to sustained, quality growth. We delivered healthy sequential improvements in revenue and profitability, while staying focused on our 60x4x3 mission of scaling impact, innovation, and value. The Borqs acquisition has expanded our solution stack and extended our global footprint. With Sasken Silicon, we are well-positioned to capitalize on the growing demand in semiconductor design, bringing deep domain expertise to this dynamic sector. As we look ahead, we remain committed to capability building, innovation, and creating lasting value for our customers, employees, and shareholders."

Rajiv C Mody

Chairperson, Managing Director & CEO

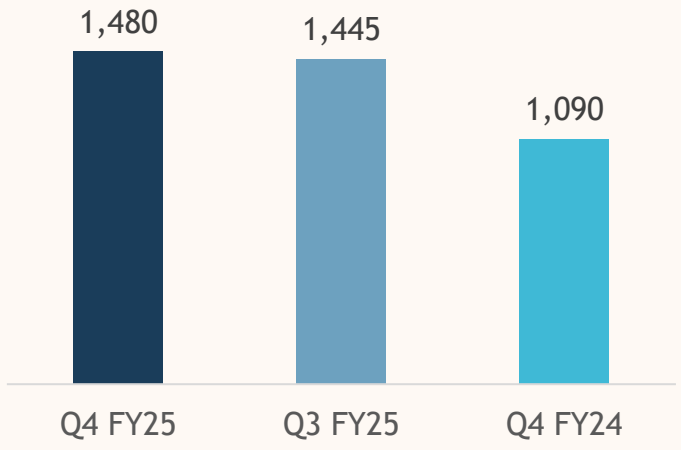
Financial and operational summary

Our 60x4x3 strategy yielded results in this quarter with improvements in both financial and operational metrics

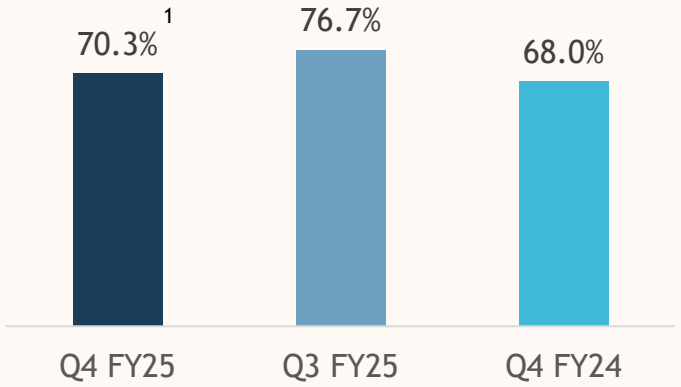
₹1,480 M	4.8%	2.4%	7.8%	₹7.29
Revenue (⇧2.4% QoQ)	EBITDA	EBIT	PAT	EPS (⇧21.5% QoQ)

Increasing sales momentum

Consolidated revenues (₹ M)

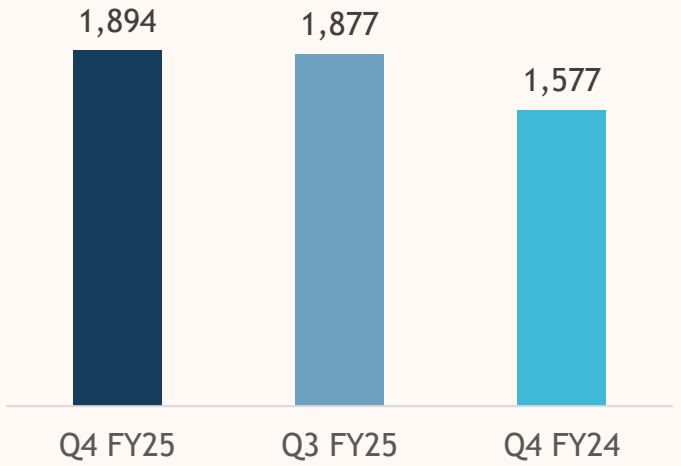


Strengthening Workforce



Improving employee metrics

Total employees



1 – Utilization includes trainees. Utilization excluding Trainees is at 76.3%

All data unless specified is on a consolidated basis

Key Business Updates

MAJOR ORDER WINS

- **ODC engagement** with a U.S. telecom major for Android maintenance and security patch delivery across a large handset portfolio.
- Major deal with U.S. tech leader for **Chrome OS testing—Wifi, power, performance, and platform automation.**
- **Android-based IVI Wireless App Development** for a top European OEM.
- **Robo Taxi System Validation** for North American robo-taxi OEM
- Secured analog design, AMS, and digital verification contract with major semiconductor MNC.

TECHNOLOGY GROWTH LEVERS

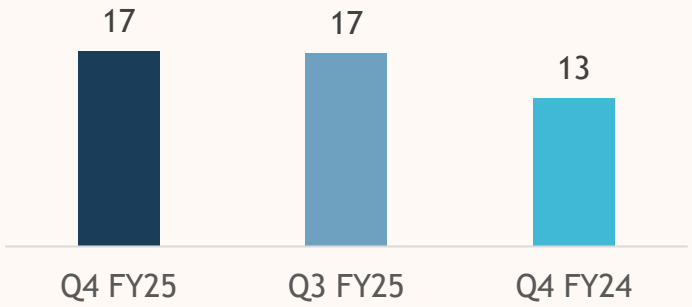
- Continued investments in **product security** to navigate newer security challenges (SDV, AI, IOT) and regulations (EU-CRA, UK-PSTI)
- **R&D focus** continuing developing assets leveraging **Generative-AI** spanning Agentic application, workflow automation and developer productivity tools
- Investment in **virtualization** involving QNX on AWS Graviton, enabling OEMs and Tier-1 suppliers to accelerate the shift-left approach in automotive cockpit solutions.

PEOPLE AND PROCESSES

- Sasken has been certified for “Capability Level and Maturity Level 3 on ASPICE v3.1”
- Q4 FY25 witnessed an all-time low LTM attrition level of 5.7% and 7.78% annualized
- Sasken certified as Great Place to Work for the 2nd consecutive year
- Sasken’s Digital BU manager Jayaprakash N named among GMI’s Top 100 Great Managers in India
- Ongoing focus on people development resulted in 9,672 training hours across 248 employees.

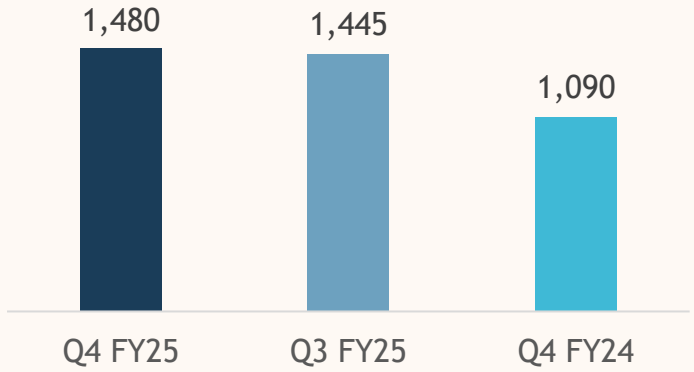
Financial performance snapshot (quarterly)

Consolidated Revenues ($ M)



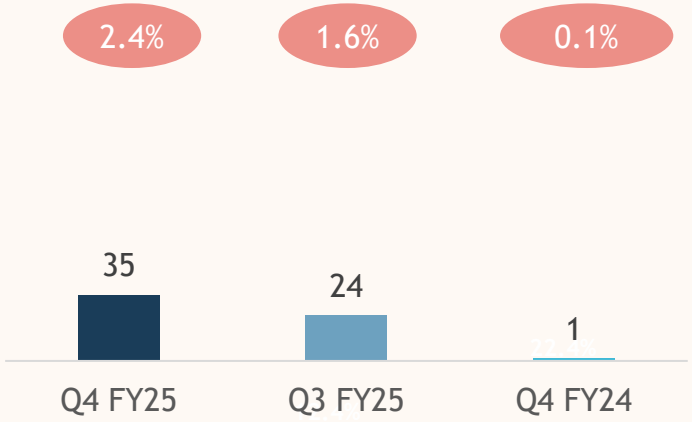
QoQ Growth: 1.0% ; YoY Growth: 32.3%

Consolidated Revenues (₹ M)



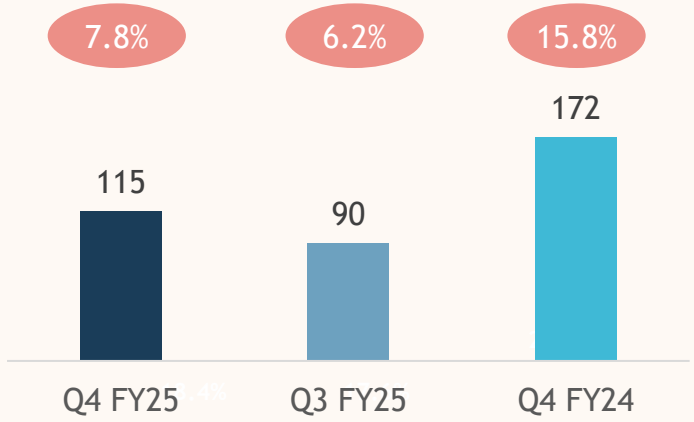
QoQ Growth: 2.4% ; YoY Growth: 35.8%

Consolidated EBIT (₹ M)



QoQ Growth: 45.0%; YoY Growth: 2564%

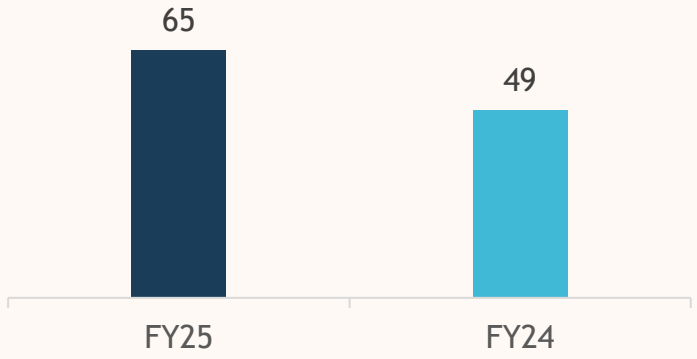
Consolidated PAT (₹ M)



QoQ Growth: 27.4%; YoY Growth: -33.2%

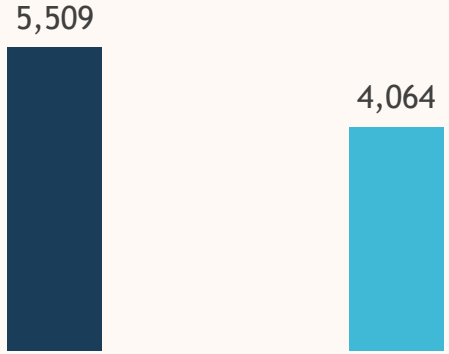
Financial performance snapshot (FY25)

Consolidated Revenues ($ M)



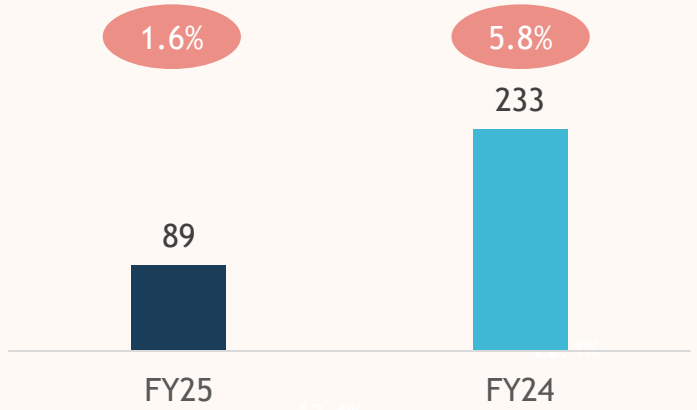
YoY Growth: 32.2%

Consolidated Revenues (₹ M)



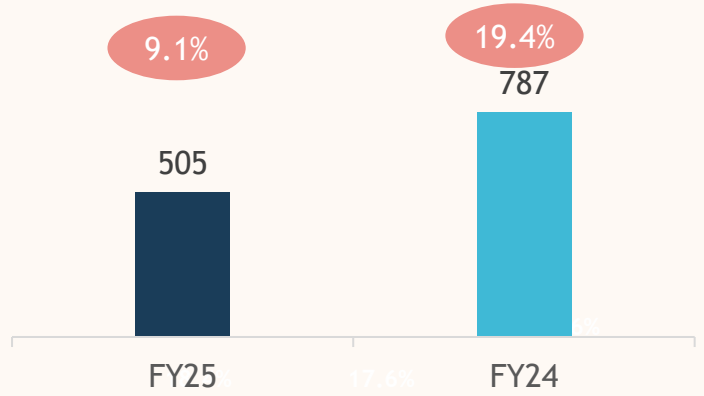
YoY Growth: 35.6%

Consolidated EBIT (₹ M)



YoY Growth: -61.6%

Consolidated PAT (₹ M)

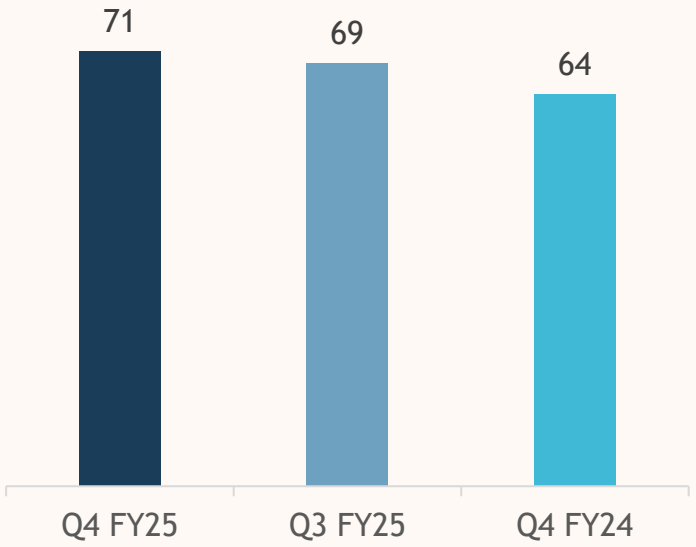


YoY Growth: -35.9%

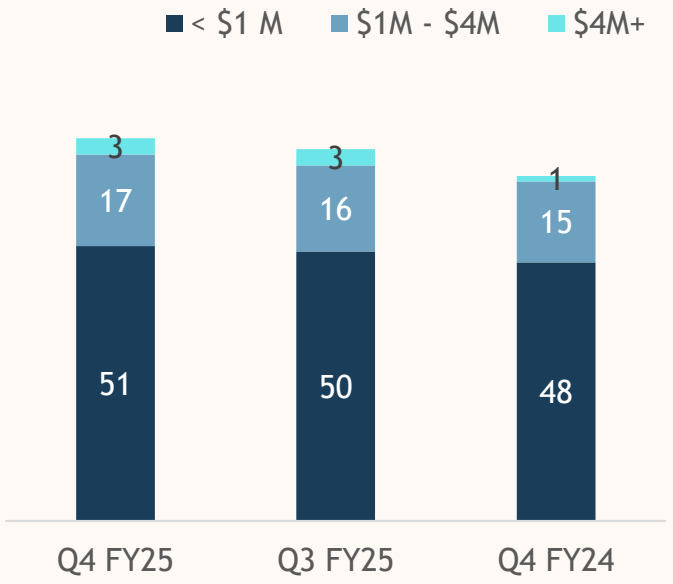
Adjusted EBIT excluding M&A costs is 157.4M (EBIT % 2.9%)

Customer profile

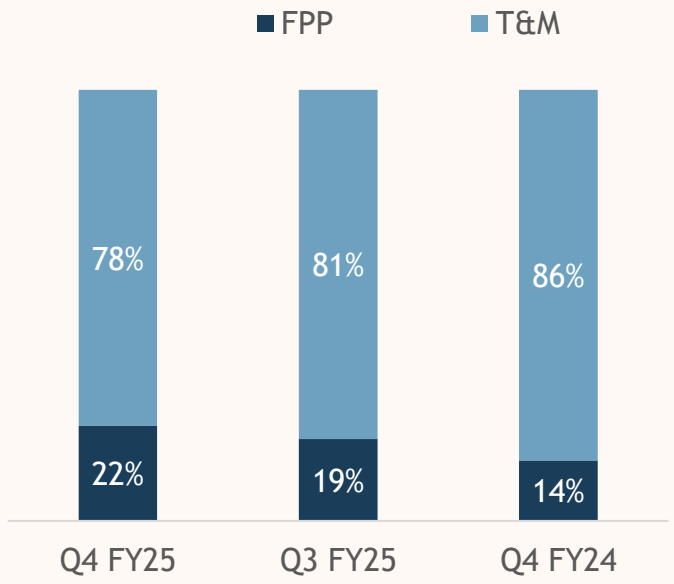
Number of active customers



Customer break-up by LTM sales



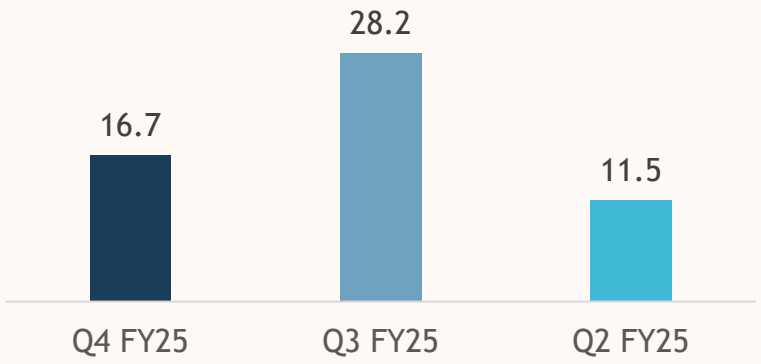
Revenue mix by project type



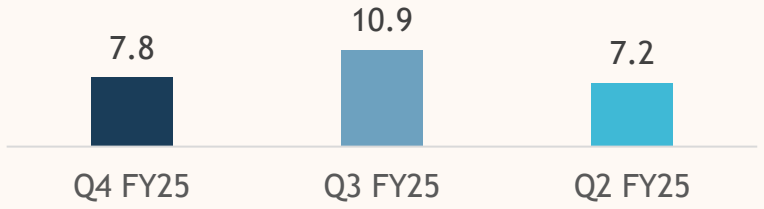
- Number of active customers has been increasing over the last twelve months
- The contribution from FPP projects towards total sales has been increasing over the last twelve months

Order booking status

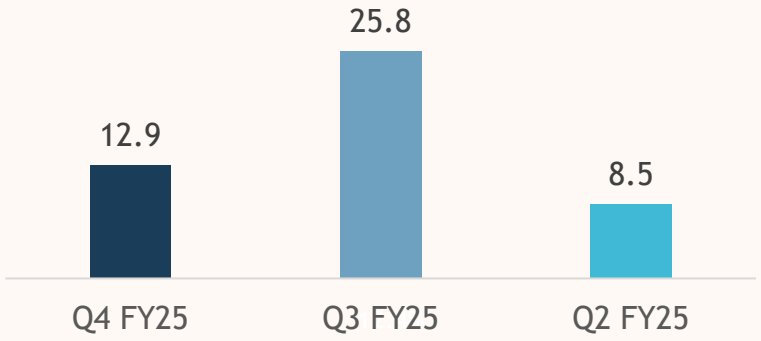
Total contract value* ($M)



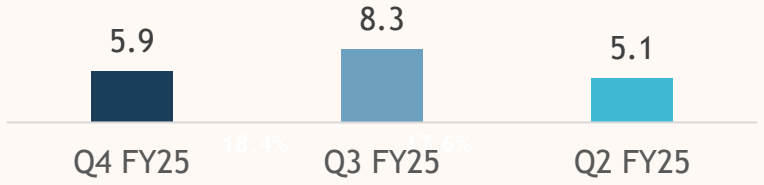
Total contract value - New ($M)



Annual contract value* ($M)



Annual contract value - New ($M)



* Includes new and renewal bookings

Q4 FY25

NEWS AND ACHIEVEMENTS

Participation in global events

Sasken demonstrated its end-to end product engineering and digital engineering prowess at Ken TechFest 2025. We welcomed over 150+ customers in our Bengaluru campus.

Sasken participated in the world's most prestigious mobility conference – Mobile World Congress 2025, in Barcelona. Our team exhibited the cutting-edge product engineering and digital transformation capabilities at the event.

Participation in global events

CES
Powered by The Consumer Technology Association

Sasken demonstrated its end-to end silicon design and development capabilities at CES 2025 and had productive conversations with leading Tier-1s.

SATELLITE 2025
CONFERENCE & EXHIBITION

This marked the fourth most significant event that Sasken participated in Q4. Our team exhibited its transformation satcom and connectivity capabilities at the SATShow in Washington DC. The event offered great brand exposure and productive conversations with business prospects.

Completed Acquisition of BORQS Technologies

- Sasken completed the Acquisition of Borqs on April 8, 2025.
- Sasken's integration of Borqs is intended to accelerate its Chip-to-Cognition journey by combining large-scale specialized design capabilities with existing investments in semiconductors, artificial intelligence, and cybersecurity.
- As part of the integration process, Mr. Hareesh Ramana—co-founder of Borqs Technologies and Managing Director of Borqs India—will join Sasken's leadership team.
- The acquisition further enhanced Sasken's innovatively designed capabilities in India and China, where around 300 design engineers are under Borqs.

AUTOCAR professional
Essential reading for the Automotive industry

SASKEN

Sasken Technologies Completes Acquisition of Borqs Technologies

Sasken Technologies Completes Acquisition of Borqs Technologies

Sasken plans to leverage Borqs' deep expertise in embedded software and wireless product solutions to strengthen its product engineering offerings.

By Arunima Pal · 14 Apr 2025 · 1210 Views

Sasken Headquarters

Sasken Technologies Limited, a global leader in product engineering and digital transformation services, today announced the successful completion of its acquisition of BORQS International Holding Corp on April 8, 2025. This development follows Sasken's earlier announcement made on November 9, 2024, outlining its intent to acquire the original design manufacturing (ODM) and software services business of Borqs Technologies, Inc.

The acquisition marks a significant strategic step in Sasken's growth journey, aligning with its "60x4x3" strategy aimed at enhancing innovation, competitiveness, and long-term value creation across key technology sectors. Sasken plans to leverage Borqs' deep expertise in embedded software and wireless product solutions to strengthen its product engineering offerings, particularly in the areas of Internet of Things (IoT), 5G, and connected consumer devices.

Sasken's integration of Borqs is intended to accelerate its Chip-to-Cognition journey by combining large-scale specialized design capabilities with existing investments in semiconductors, artificial intelligence, and cybersecurity. Through this acquisition, Sasken aims to provide holistic end-to-end product development and production realization services for its global client base, further enabling the commercialization of next-generation connected devices.

Key assets gained through the transaction include Borqs' IP portfolio, engineering resources, and software licenses. These are expected to significantly expand Sasken's reach in sectors such as consumer electronics, automotive, semiconductors, and high-tech industries.

Borqs Technologies, headquartered internationally, is recognized for its leadership in embedded software and Android-based smart device solutions. The company specializes in customizable, scalable connected devices and cloud services for the IoT sector. As a Google-licensed partner for Android and Android Wear, Borqs brings a workforce of over 300 design specialists located across India and China. It has also maintained strong collaborative relationships with leading chipset vendors, enhancing the value and performance of its extensive IP library.

As part of the integration process, Mr. Hareesh Ramana—co-founder of Borqs Technologies and Managing Director of Borqs India—will join Sasken's leadership team. He will spearhead the effort to embed Borqs' capabilities into Sasken's service offerings.

Commenting on the acquisition, Rajiv C. Mody, Chairperson, Managing Director & CEO of Sasken Technologies, stated:

"This acquisition reflects our commitment to expanding our technological footprint and delivering advanced solutions to meet the evolving demands of our customers. By integrating Borqs' capabilities, we will strengthen our portfolio, improve our competitiveness, and drive future growth in high-demand markets like Automotive, SatCom, Consumer, Industrial, IoT, and 5G."

Hareesh Ramana also expressed optimism about the combined potential of the two companies:

"The completion of this acquisition marks the beginning of an exciting new chapter for Borqs. Joining forces with Sasken gives us the strategic scale and technological alignment to accelerate innovation in connected devices, IoT, and 5G. With our Agile and Tech-first approach, we are confident in our ability to deliver even greater value to our customers and partners worldwide."

Sasken is a global specialist in Product Engineering and Digital Transformation, offering concept-to-market and chip-to-cognition services to leading enterprises in semiconductors, automotive, industrials, consumer electronics, telecom, and transportation. With over three decades of experience, multiple patents, and a clientele that includes over 100 Fortune 500 companies, Sasken has powered more than a billion devices worldwide.

Borqs Technologies is a global leader in IoT software and smart connected devices. The company delivers scalable and customizable Android-based device solutions, cloud services, and 5G-enabled products. Its strong chipset partnerships and Google licensing for Android and Android Wear empower Borqs to provide high-performance, integrated IoT solutions for various applications.

This acquisition reflects our **commitment to expanding our technological footprint** and delivering advanced solutions to meet the evolving demands of our customers. By integrating Borqs' capabilities, we will **strengthen our portfolio, improve our competitiveness, and drive future growth** in high-demand markets like Automotive, SatCom, Consumer, Industrial, IoT, and 5G.

Rajiv C. Mody
Chairperson, Managing Director, and CEO
Sasken Technologies

Awards In Q4 FY25

LinkedIn Top 10 Companies in India 2025

Great Place to Work 2025 Certification

ICAI Sustainability Reporting – Small Cap-Service Section

Awards In Q4 FY25

Official Member of the United Nations Global Compact

'Winner' in the "Climate Action (GHG Emission)" category at the 2nd edition of the BCIC ESG Awards 2025

Share price performance

Q4 FY25

FINANCIAL DETAILS AND KEY METRICS

Income statement summary – consolidated (quarterly)

(₹ M)

Particulars	Q4 FY25	%	Q3 FY25	%	Q4 FY24	%	Growth over	
							Q3 FY25	Q4 FY24
Revenue from Operations	**1,480.11**	**100.0%**	**1,445.16**	**100.0%**	**1,089.90**	**100.0%**	**2.4%**	**35.8%**
Cost of Revenue	1,097.23	74.1%	1,043.84	72.2%	772.89	71.0%	**-5.1%**	**-42.0%**
Gross Profit	**382.88**	**25.9%**	**401.32**	**27.8%**	**317.01**	**29.0%**	**-4.6%**	**20.8%**
SG&A	312.07	21.1%	340.42	23.6%	296.70	27.2%	**8.3%**	**-5.2%**
EBITDA	**70.81**	**4.8%**	**60.90**	**4.2%**	**20.31**	**1.8%**	**16.3%**	**248.6%**
Depreciation and amortisation expense	36.18	2.4%	37.01	2.6%	19.01	1.7%	**2.2%**	**-90.3%**
EBIT	**34.63**	**2.4%**	**23.89**	**1.6%**	**1.30**	**0.1%**	**45.0%**	**2563.8%**
Other Income	99.02	6.7%	92.78	6.4%	208.99	19.2%	**6.7%**	**-52.6%**
Interest Expense	7.14	0.5%	7.47	0.5%	0.86	0.1%	**-4.4%**	**-730.2%**
Profit Before Tax	**126.51**	**8.6%**	**109.20**	**7.5%**	**209.43**	**19.2%**	**15.9%**	**-39.6%**
Tax Expenses	11.45	0.8%	18.90	1.3%	37.31	3.4%	**39.4%**	**69.3%**
Profit After Tax	**115.06**	**7.8%**	**90.30**	**6.2%**	**172.12**	**15.8%**	**27.4%**	**-33.2%**
Attributable to owners of the Company	110.26	95.8%	90.57	100.3%	171.91	99.9%	21.7%	-35.9%
Attributable to non-controlling interests	4.80	4.2%	(0.27)	-0.3%	0.21	0.1%	-1877.8%	2185.7%

Income statement summary – consolidated nature wise (quarterly)

(₹ M)

Particulars	Q4 FY25	%	Q3 FY25	%	Q4 FY24	%	Growth over	
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Revenue from Operations	**1,480.11**	**100.0%**	**1,445.16**	**100.0%**	**1,089.90**	**100.0%**	**2.4%**	**35.8%**
Other Income	99.02	6.7%	92.78	6.4%	208.99	19.2%	6.7%	-52.6%
Total Revenue	**1,579.13**	**106.7%**	**1,537.94**	**106.4%**	**1,298.89**	**119.2%**	**2.7%**	**21.6%**
Employee benefit expense	1,153.14	77.9%	1,137.24	78.7%	870.14	79.9%	-1.4%	-32.5%
Other expenses	256.16	17.3%	247.02	17.1%	199.45	18.3%	-3.7%	-28.4%
Depreciation and amortization expense	36.18	2.4%	37.01	2.6%	19.01	1.7%	2.2%	-90.3%
Finance cost	7.14	0.5%	7.47	0.5%	0.86	0.1%	4.4%	-730.2%
Total Expenses	**1,452.62**	**98.1%**	**1,428.74**	**98.9%**	**1,089.46**	**100.0%**	**-1.7%**	**-33.3%**
Profit Before Tax	**126.51**	**8.6%**	**109.20**	**7.5%**	**209.43**	**19.2%**	**15.9%**	**-39.6%**
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Attributable to non-controlling interests	4.80	4.2%	(0.27)	-0.3%	0.21	0.1%	-1877.8%	2185.7%

Income statement summary - FY25 consolidated

(₹ M)

Particulars	FY 25	%	FY 24	%	Growth over FY 24
Revenue from Operations	**5,509.14**	**100.0%**	**4,064.27**	**100.0%**	**35.6%**
Cost of Revenue	3,936.69	71.5%	2,700.13	66.4%	-45.8%
Gross Profit	**1,572.45**	**28.5%**	**1,364.14**	**33.6%**	**15.3%**
SG&A	1,343.35	24.4%	1,057.15	26.0%	-27.1%
EBITDA	**229.10**	**4.1%**	**306.99**	**7.6%**	**-25.4%**
Depreciation and amortisation expense	139.64	2.5%	74.32	1.8%	-87.9%
EBIT	**89.46**	**1.6%**	**232.67**	**5.8%**	**-61.6%**
Other Income	558.35	10.1%	708.61	17.4%	-21.2%
Interest Expenses	27.74	0.5%	3.28	0.1%	748.3%
Profit Before Tax	**620.07**	**11.2%**	**938.00**	**23.1%**	**-33.9%**
Tax Expenses	114.99	2.1%	150.61	3.7%	23.7%
Profit Ater Tax	505.08	9.1%	787.39	19.4%	-35.9%
Attributable to owners of the Company	502.81	99.6%	787.18	100.0%	-36.1%
Attributable to non-controlling interests	2.27	0.4%	0.21	0.0%	961.9%

Adjusted EBIT excluding M&A costs is 157.4M (EBIT % - 2.9%)

Income statement summary - FY25 consolidated nature wise

(₹ M)

Particulars	FY 25	%	FY 24	%	Growth over FY 24
Revenue from Operations	**5,509.14**	**100.0%**	**4,064.27**	**100.0%**	**35.6%**
Other Income	558.35	10.1%	708.61	17.4%	-21.2%
Total Revenue	**6,067.49**	**110.1%**	**4,772.88**	**117.4%**	**27.1%**
Employee benefit expense	4,295.22	78.0%	3,110.13	76.5%	-38.1%
Other expenses	984.82	17.9%	647.15	15.9%	-52.2%
Depreciation and amortization expense	139.64	2.5%	74.32	1.8%	-87.8%
Finance cost	27.74	0.5%	3.28	0.1%	-745.7%
Total Expenses	**5,447.42**	**98.9%**	**3,834.88**	**94.3%**	**-42.0%**
Profit Before Tax	**620.07**	**11.2%**	**938.00**	**23.1%**	**-33.9%**
Tax Expenses	114.99	2.1%	150.61	3.7%	23.7%
Profit After Tax	**505.08**	**9.1%**	**787.39**	**19.4%**	**-35.9%**
Attributable to owners of the Company	502.81	99.6%	787.18	100.0%	-36.1%
Attributable to non-controlling interests	2.27	0.4%	0.21	0.0%	961.9%

Balance sheet summary - consolidated (1 of 2)

(₹ M)

Particulars	March 31, 2025	%	March 31, 2024	%
ASSETS				
Non current assets				
Property, plant and equipment (incl CWIP)	358.52	3.7%	327.53	3.5%
Right to use assets	245.41	2.6%	77.22	0.8%
Intangible assets	64.87	0.7%	78.71	0.9%
Goodwill	100.47	1.0%	100.47	1.1%
Financial assets				
(a) Investments	3,931.76	41.0%	6,102.18	65.9%
(b) Other financial assets	49.90	0.5%	32.03	0.3%
Deferred tax assets	42.58	0.4%	40.61	0.4%
Income tax assets	737.75	7.8%	567.16	6.2%
Other non-current assets	-	0.0%	3.45	0.0%
Total non-current assets	**5,531.26**	**57.7%**	**7,329.36**	**79.1%**
Current assets				
Financial assets				
(a) Investments	1,982.33	20.7%	213.76	2.3%
(b) Trade receivables	1,064.60	11.1%	657.68	7.1%
(c) Unbilled revenue and contract assets	401.21	4.2%	310.11	3.4%
(d) Cash and cash equivalents	387.63	4.0%	551.57	6.0%
(e) Derivative assets	8.23	0.1%	8.66	0.1%
(f) Other financial assets	64.09	0.7%	54.50	0.6%
Other current assets	144.17	1.5%	130.78	1.4%
Total current assets	**4,052.26**	**42.3%**	**1,927.06**	**20.9%**
Total	9,583.52	100.0%	9,256.42	100.0%

Balance sheet summary - consolidated (2 of 2)

(₹ M)

Particulars	March 31, 2025	%	March 31, 2024	%
EQUITY AND LIABILITIES				
Equity share capital	151.22	1.6%	150.78	1.6%
Other equity	7,725.25	80.6%	7,537.46	81.4%
Total Equity	**7,876.47**	**82.2%**	**7,688.24**	**83.0%**
Non-controlling interests	156.79	1.6%	154.57	1.7%
Liabilities				
Non-current liabilites				
Financial liabilities				
(a) Lease liabilities	200.83	2.1%	59.74	0.7%
(b) Other financial laibilities	55.32	0.6%	64.62	0.7%
Provisions	94.33	1.0%	58.02	0.6%
Total non-current liabilities	**350.48**	**3.7%**	**182.38**	**2.0%**
Current liabilities				
Financial liabilities				
(a) Trade payables	154.99	1.6%	162.78	1.8%
(b) Lease liabilities	54.99	0.6%	20.24	0.2%
(c) Other financial liabilities	187.69	2.0%	176.28	1.9%
(d) Derivative liabilities	15.01	0.2%	-	0.0%
Deferred revenue	88.42	0.9%	277.54	3.0%
Other current liabilities	248.97	2.5%	214.07	2.3%
Provisions	237.96	2.5%	175.94	1.9%
Income tax liabilities	211.75	2.2%	204.38	2.2%
Total current liabilities	**1,199.78**	**12.5%**	**1,231.23**	**13.3%**
Total	9,583.52	100.0%	9,256.42	100.0%

Key metrics (1 of 2)

Customer Metrics	Q4 FY 25	Q3 FY 25	Q4 FY 24
Revenue by geography - Consolidated (In %)			
North America	44%	38%	43%
EMEA	21%	25%	29%
India	29%	27%	22%
APAC	6%	10%	6%
Client Concentration (In %)			
Top 5 client contribution to revenues	37%	33%	34%
Top 10 client contribution to revenues	59%	57%	58%
Relationships with Customers (TTM)	**20**	**19**	**16**
$1M -$4M clients	17	16	15
$4M + clients	3	3	1
Revenue Metrics	**Q4 FY 25**	**Q3 FY 25**	**Q4 FY 24**
Revenue Split (In ₹ Million)	**1,480**	**1,445**	**1,090**
Onsite	411	326	289
Offshore	1,069	1,119	801
Revenue by Project Type (In ₹ Million)	**1,480**	**1,445**	**1,090**
Time and Material	1,163	1,167	934
Fixed Price	317	278	156

Key metrics (2 of 2)

Employee Metrics	Q4 FY 25	Q3 FY 25	Q4 FY 24
Total Employees (Consolidated)	**1,894**	**1,877**	**1,577**
Engineering	1,653	1,628	1,366
Corporate	249	249	211
Hiring Metrics			
Gross Adds	92	237	245
Net Adds	17	170	189
Attrition			
Attrition % Annualized (Based on Voluntary attrition only)	5.7%	6.7%	7.6%
Attrition % LTM (Based on Voluntary attrition only)	7.8%	8.3%	10.6%
Utilization			
Utilization, including trainees (In %)	70.3%	76.7%	68.0%

THANK YOU
SASKEN