

04-Nov-2023

Pragya Gupta
703242432

Cash Compensation Revision

Dear Pragya,

Thank you for your continued passion and commitment to Genpact. What you do helps us deliver great impact to our clients and partners, our communities, and our shareholders.

As part of Genpact's global restructuring of compensation review process, this year the annual merit review cycle has been aligned to April 01 and we wish to inform you that post annual review, your fixed pay has been finalized as **INR 440,210** effective **April 01, 2023**. This is based on an annualized merit increase of **8.0%** that has been adjusted for the eligible days**, and your new fixed pay has increased by ~ **3.4%** over your current fixed pay. Please refer to Annexure I for details on adjustment of annualized fixed pay increase %.

With this salary revision, your compensation structure also has been revised. Please refer to the details on the next page. Your next compensation review is due on **01-Apr-2024** and will be linked to your and the company's performance. All the other terms and conditions of your employment shall continue to be governed by the terms of your appointment letter and the policies of the company as applicable.

Please refer to your Total Rewards Statement available on G-Social(<https://trs.genpact.com>) for a more holistic view of your compensation and benefits.

Thanks once again for all that you do and for making Genpact a successful and great place to work.

Warm Regards,

Human Resources

*This is a System Generated Letter and does not require any signature.

**Eligible days include the number of days between your last salary increment date (or DOJ in case of 2022 new hire) and April 01 2023.

*Details of your revised fixed pay are enclosed in Annexure II.

Genpact India Pvt. Ltd.
CIN: U73100DL2005PTC307363

Genpact India Private Limited 12A (Ground floor), Prakash Deep Building,
7, Tolstoy Marg, New Delhi-110001

Annexure I

Annualized Merit Increase % for 2023 Merit Review Cycle	Adjustment Start Date - Last Salary Increment Date (or DOJ for 2022 new hire)	Adjustment End Date - 2023 Merit Increment Effective Date	Eligible Days for adjustment of 2023 Annualized Merit Increase %	Total Increase % over Current Fixed Pay	Final Fixed Pay effective April 01 2023
8.0%	01-Nov-2022	01-Apr-2023	151	3.4%	440,210

Annexure II

Employee OHR : 703242432
Employee Name : Pragya Gupta
Effective Revision Date : 01-Apr-2023

Designation : Senior Process Associate
Band : 5.5A

Fixed Pay Increase % : 3.4%

Fixed Pay Details

	Previous Amount (INR)	Revised Amount (INR)
Components	Annual	Annual
Basic	401,432	415,439
Provident Fund	23,968	24,771
HRA	0	0
Fixed Pay	425,400	440,210

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