



19-Mar-2025

Mr. Dev Gargeshya
703372223

Cash Compensation Revision

Dear Dev,

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.

Please be advised that following the compensation review, it has been concluded that there will be no change in your salary, and hence the base salary continues to be **INR 350,000**.

- Annual Target Bonus continues to be **INR 7,200**; to be prorated as applicable

Your next compensation review is due on **01-Apr-2026** 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.
*Details of your revised fixed pay are enclosed in Annexure I.

Genpact India Pvt. Ltd.
CIN: U73100DL2005PTC307363

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

**Transformation
Happens Here**

Annexure I

Employee OHR	: 703372223
Employee Name	: Mr. Dev Gargeshya
Effective Revision Date	: 01-Apr-2025
Designation	: Senior Associate
Band	: 5.5B
Fixed Pay Increase %	: 0.0%

Fixed Pay Details

	Previous Amount (INR)	Revised Amount (INR)
Components	Annual	Annual
Basic	255,000	255,000
Provident Fund	30,600	30,600
HRA	64,400	64,400
Fixed Pay	350,000	350,000

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