



09-May-2018

Biraja Prasad Maharana
703152588

Salary Revision Letter

Dear Biraja Prasad,

2017 has been an incredible year for all of us and your continued commitment and passion have contributed immensely toward our success.

We celebrated 20 years as a company and 10 years as a publicly-traded company on the New York Stock Exchange (NYSE). We unveiled our refreshed go-to-market strategy, fueled by domain + insight + digital. We launched our new brand identity "Transformation Happens Here", and together, we transformed Genpact into a professional services company that is driving digital transformation for our clients through talent and innovation in products and services. All this while exemplifying key behaviours like curiosity, incisiveness, and courage, which are the key tenets of our new culture framework (CI)².

As we write the next chapter in our evolution, we would like to thank you for being an important part of our journey.

We are happy to inform you that your salary has been revised from **INR 844,300** to **INR 903,500** with effect from **01-May-2018**.

With this salary revision, your compensation structure has also been revised. Please refer to the annexure for details. Your next salary review will be due on **01-May-2019** and would be linked to your and the company's performance. All the other terms and conditions of your appointment remain the same.

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

Warm Regards,

Acknowledged

Human Resources

Biraja Prasad Maharana

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

*By accepting this revision letter, you hereby agree and acknowledge your acceptance to the revised compensation structure.

*A break up of your revised remuneration is enclosed.

Genpact India Pvt. Ltd.
CIN: U73100DL2005PTC307363

Regd. Off. : Delhi Information Technology Park, Shastri Park, GT Road,
Delhi, India 110053

Annexure 1

Employee OHR : 703152588
Employee Name : Biraja Prasad Maharana
Effective Revision Date : 01-May-2018

Designation : Consultant
Band : 4.4A

CTC Increase % : 7.01

COMPENSATION DETAILS

| | Previous Amount (INR) | Revised Amount (INR) |
|----------------------|--------------------------|-------------------------|
| Components | Annual | Annual |
| Basic Salary | 337,720 | 361,400 |
| Provident Fund | 40,526 | 43,368 |
| Medical | 15,000 | 15,000 |
| Conveyance Allowance | 60,000 | 60,000 |
| HRA | 202,632 | 216,840 |
| Additional Allowance | 188,422 | 206,892 |
| CTC | 844,300 | 903,500 |

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