



17-Mar-2018
Biraja Prasad Maharana
703152588

2017 PERFORMANCE BONUS

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 behaviors like curiosity, incisiveness, and courage, which are the key tenets of our new culture framework (CI)².

To recognize your contribution in 2017, we are pleased to award you with an annual performance bonus for 2017, amounting to **INR 50,187**. This amount has been prorated (as applicable for the duration you worked with the Company) and will be paid with your March 2018 salary post applicable tax deductions.

Genpact's bonus policy is under Section 31A of the Payment of Bonus Act, 1961. Genpact pays bonus to its employees based on performance/production and a variable incentive payout. The payouts mentioned herein constitute the complete bonus payout, either under applicable laws or as per your employment terms with Genpact.

We are proud to have you a part of the team and look forward to an even better 2018! Thanks once again for all that you do towards making Genpact a successful and great place to work.

Warm regards,

Urvashi Singh
Senior Vice President, Human Resources

Note:

- 1) The Annual Performance Bonus (APB) payable to you along with variable incentive payout ("VIC") (if any) paid/ payable to you for the accounting year 2017-18 shall be in lieu of profit based bonus (if any) payable to you for the accounting year 2017-18
- 2) In the event that the Payment of Bonus Act is applicable to you and the aggregate of APB, VIC (if any) and any other bonus payout made to you during the year is less than 20% of your salary or wage for 2017-18, Genpact will pay you the difference at a later date
- 3) The bonus payout is subject to your continued employment with Genpact. Should you cease to be an employee of Genpact for any reason whatsoever, including transfer to any non-Genpact group of Companies, termination etc. before 31st March'18, you will not be eligible for this bonus payout.
- 4) The bonus payout is further contingent on your meeting the criteria and timelines set forth on closure of appraisal and annual goal setting indicated in the performance management guideline of the Company and communicated to you.

Genpact India Pvt. Ltd.
CIN: U73100TG2005PTC097843

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