

Ref: TT / IN010M71311 / Consulting / ADV PI-DigiFS-Java GDS / 2020-21

**Date: 25 September 2020**

**Name: Nirmal Kumar K**

**Global Personnel Number (GPN): IN010M71311**

Dear **Nirmal**,

Our Total Rewards vision comprises of three key pillars - Workplace Experiences, Compensation and Benefits - which focus on providing you with a holistic and enriching experience - an exceptional EY experience.

We are pleased to inform you that your annual fixed compensation has been revised, effective 01 October 2020. Your annual fixed compensation for the period 01 October 2020 to 30 September 2021 will be INR **17,93,500**.

GDS Variable Pay Bonus program continues to be an integral part of the Total Cash (Fixed and Variable pay) component of the Compensation pillar and strengthens our pay-for-performance culture.

You will be eligible for the FY21 GDS Variable Pay Bonus (VPB) program, with a VPB percentage target of **10%**. This target is indicative only and the actual VPB payout will be based on your individual reward category as well as GDS' and your respective Business Unit performance. Payment of any VPB is subject to you being employed with EY GDS as on the date of the payout. The payout details of the FY21 VPB program will be communicated by 31 August 2021 for the performance year of July 2020 to June 2021.

All the components and benefits are as per EY GDS' policies and are subject to change from time to time. Please refer to the payroll database (<https://payrolloneviewgssindia.ey.net/EY/home.do>) for a detailed breakup of your fixed compensation structure. All the other terms and conditions of your employment remain the same.

Your compensation details are strictly confidential and should not be discussed with anyone. Should you have any questions, please contact your Talent Consultant.

Wish you all the best for the year ahead.

**For EY Global Delivery Services India LLP**



Authorized Signatory  
Sreekanth K Arimanithaya