



EY Global Delivery Services India LLP

3rd Floor, Tower 'C',  
RMZ Infinity, Old Madras Road,  
Benniganahalli, KR Puram,  
Bangalore - 560016  
Karnataka, India

Tel: +91 080 6681 3000  
Fax: +91 080 6681 3334  
Website: ey.com

Ref: TT /IN010161903 / Consulting / ET-ET\_MS-NF-GDS\_NS-CCU / 2023-24

**Date: 25 September 2023**

**Name: Rohan Paul**

**Global Personnel Number (GPN): IN010161903**

Dear Rohan,

Our Total Rewards approach continues to focus on creating distinctive and personalized experiences for you across our three key pillars: Compensation, Benefits, and Workplace Experiences. This means we aim to complement our market-competent monetary aspects with investment in personalization of non-monetary factors like skills, wellness, and purpose, to help you craft meaningful career experiences and add to your exceptional EY experience.

We are pleased to inform you that your annual fixed compensation has been revised to **INR 16,26,452** effective 1 October 2023.

GDS Variable Performance Bonus (VPB) 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 FY24 GDS VPB program, with a target VPB percentage of **5%**. The actual VPB pay-outs will be adjusted to reflect the performance of GDS, Business Unit (BU) and individual performance and may differ every year. The payout details of the FY24 VPB program are expected to be communicated by 31 August 2024 (subject to the performance for the year of July 2023 to June 2024). Payment of VPB is subject to you being employed with EY GDS as on the date of the payout.

**Please refer to the compensation summary included in the Appendix.**

All the components and benefits are as per EY GDS' policies and are subject to change from time to time. 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**

Sreekanth K Arimanithaya  
GDS Talent & Enablement Services Leader

## Appendix: Compensation Summary

Total Compensation summary	Effective 1 October 2022 (FY23)	Effective 1 October 2023 (FY24)
Fixed compensation increase %*		4.9%
Fixed compensation (A)*	INR 15,50,000	INR 16,26,452
Target VPB % (B)	5%	5%
Total compensation with Target (A*B)+A	INR 16,27,500	INR 17,07,775
Actual VPB %**	8%	TBD***
Actual VPB amount** (C)	INR 70,663	TBD***
Total compensation with actual VPB (A+C)	INR 16,20,663	TBD***

\*The increase % is based on last drawn fixed compensation.

\*\*The FY23 VPB payout is based on your 1 October 2022 Fixed comp for the period 1 July 2022 to 30 September 2022 and from 1 October 2022 till 30 June 2023, it is calculated on your actual fixed compensation earned in this period. If you have joined us post 1 July 2022, the VPB amount indicated above is prorated basis the date of joining

\*\*\*The FY24 Actual VPB and consequently the total potential earnings will be based on the GDS, Business Unit (BU) and most importantly your individual performance

Please refer to the payroll database <https://gdsindiapayroll.greylth.com/v3/portal/ess/home> for a detailed breakup of your revised fixed compensation structure.

The Firm pays bonus to its employees based on various criteria including but not limited to the performance of the employees, in accordance with the provisions of the Payment of Bonus Act, 1965 ("PBA"), where applicable. Your bonus entitlement under the PBA during an accounting year comprises of advance statutory bonus ("ASB"), variable performance bonus (payable as per the Firm's policy subject to performance) and year-end statutory bonus if any to the extent payable under PBA. In the event the PBA is applicable to you, by accepting this letter you acknowledge that this constitutes an agreement between you and the Company under Section 31A of the PBA. You may review the information related to ASB at [Total Rewards portal](#) or reach out to your respective Talent Consultant seeking more information. You are required to review this letter promptly. From 1 October 2023, it will be deemed that you are in agreement with the contents of this letter in its entirety.

As part of our EY Benefits and You program, we continue to focus on making our benefits all about you, your family, and your community. In addition to fixed compensation and variable performance bonus, the total rewards offering includes other financial and non-financial employee benefits such as employee insurance, national pension scheme, gratuity, leave programs, age-based health check-ups, bank benefits, deals and discounts, various recognitions, and an employee assistance program. We also offer health and wellness programs, including access to the global Thrive platform to support your journey to making wellness a daily priority.