

Ref: TT /IN010100863 / Consulting / TC_IN_GDS_INS_Guidewire / 2021-22

Date: 30 September 2021

Name: Arun Sampath

Global Personnel Number (GPN): IN010100863

Dear **Arun**,

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 to **INR 4,28,571** effective 1 October 2021.

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 FY22 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 and by each BU. The payout details of the FY22 VPB program are expected to be communicated by 31 August 2022 (subject to the performance for the year of July 2021 to June 2022). 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



Authorized Signatory
Sreekanth K Arimanithaya

Appendix: Compensation Summary

Total Compensation summary	Effective 1 October 2020 (FY21)	Effective 1 October 2021 (FY22)
Fixed compensation increase %		18.4%
Fixed compensation (A)*	INR 3,61,905	INR 4,28,571
Target VPB % (B)	5%	5%
Total compensation with Target (A*B)+A	INR 3,80,000	INR 4,50,000
Actual VPB %**	10%	TBD***
Actual VPB amount** (C)	INR 8,626	TBD***
Total compensation with actual VPB (A+C)	INR 3,70,531	TBD***

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

**The FY21 VPB pay-out is based on your 1 October 2020 Fixed compensation for the period 1 July 2020 to 30 June 2021. If you have joined post 1 July 2020, the VPB amount indicated above is prorated basis your date of joining.

***The FY22 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.greythr.com/v3/portal/ess/home> for a detailed breakup of your revised fixed compensation structure.

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, gratuity, leave programs, discount platform, varied recognitions, lifestyle management, health and wellness programs.