



Date: 17 September 2025

Abhishek K M

Consulting

GPN: 20230128145

Dear Abhishek,

Our Total Rewards approach continues to focus on creating distinctive experiences for you across our three key pillars: Compensation, Benefits, and Workplace Experiences.

We are pleased to inform that your LEAD category is **Progressing** for the performance period July 2024 to June 2025 (FY25) and your annual fixed compensation has been revised to **INR 21,42,000** effective 1 October 2025.

GDS Variable Performance Bonus (VPB) program continues to be an integral part of our compensation philosophy and strengthens pay-for-performance culture. VPB payout reflects the performance of EY, GDS, Business Unit and individual. Your VPB amount payable for FY25 will be **INR 65,014** and will be paid along with the monthly salary for **September 2025**. This will be subject to income tax deduction as per applicable tax laws.

For FY26, your target VPB percentage will be **10%**. However, the actual VPB payout will be as per applicable policy and may differ every year, subject to you being employed with the organization as on the date of the payout.

Please refer to the compensation summary included in the Appendix.

Please note that due to changes in the policies of the Firm, your notice period may have been revised. Effective 1 October 2025 your notice period will align with the updated [GDS India Separation Policy](#).

All other terms and conditions of your employment remain the same. **Your compensation details, VPB amount, and LEAD category are strictly confidential and should not be discussed with anyone.**

Should you have any questions on compensation, please contact your Talent Consultant. For any further clarification please reach out to myHR team (myhr.gds@xe04.ey.com).

Thank you for your contribution towards the continued success of GDS. Wish you all the best for the year ahead.

For EY Global Delivery Services India LLP

Signed By:Sandeep Kohli
Date:19/09/2025 00:28:02

Sandeep Kohli
Deputy Global Vice Chair Talent | GDS

Appendix: Compensation Summary

Total Compensation summary	Effective 1 October 2024 (FY25)	Effective 1 October 2025 (FY26)
Fixed compensation (A)	INR 21,00,000	INR 21,42,000
Fixed compensation increase %*	-	2%
Actual VPB amount** (B)	INR 65,014	-
Actual VPB %	10%	-
Total compensation with actual VPB (A+B)	INR 21,65,014	-
Target VPB % (C)	-	10%
Total compensation with Target VPB (A*C)+A***	-	INR 23,56,200

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

**The FY25 VPB payout is based on your 1 October 2024 Fixed comp during this period 1 July 2024 to 30 June 2025. If you have joined us post 1 July 2024, the VPB amount indicated above is prorated basis the date of joining

***The FY26 target VPB is indicative and the actual VPB and consequently total potential earnings will be based on EY, GDS, Business Unit and most importantly your individual performance

The total rewards package includes not only fixed compensation and variable performance bonus but also a variety of additional benefits. These include gratuity, national pension scheme, employee health, accident and life insurance, health check-ups, doctor consultations, an employee assistance program, and various wellness benefits, along with multiple recognition programs.