



19-Mar-2025

Miss Shaziya Khan
703378481

Cash Compensation Revision

Dear Shaziya,

Thank you for your continued passion and commitment to Genpact. What you do helps us deliver great impact to our clients and partners, our communities, and our shareholders.

We are pleased to inform you that post annual review, your Annual Target Cash Compensation* has been finalized as **INR 1,514,700** an increase of **~2.0%** over your current total annual target cash compensation effective **April 01, 2025**. The revised target cash is comprised of:

- Annual Fixed pay revised to **INR 1,377,000** effective **01-Apr-2025**; an increase of **~2.0%** on current fixed pay
- Annual Target Bonus % continues to be **10.0%** of your revised Fixed pay; to be prorated as applicable

Your next compensation review is due on **01-Apr-2026** and will be linked to your and the company's performance. All the other terms and conditions of your employment shall continue to be governed by the terms of your appointment letter and the policies of the company as applicable.

Please refer to your Total Rewards Statement available on G-Social(<https://trs.genpact.com>) for a more holistic view of your compensation and benefits.

Thanks once again for all that you do and for making Genpact a successful and great place to work.

Warm Regards,

Human Resources

*This is a System Generated Letter and does not require any signature.

*Details of your revised fixed pay are enclosed in Annexure I.

*Note: This letter will be effective subject to your continued employment with Genpact. Should you cease to be an employee of Genpact for any reason whatsoever, resignation, termination etc. or serving notice period on or before April 01, 2025, this letter will not be effective.

*Bonus payouts (If applicable) for the current and subsequent years are subject to your performance and Genpact's as well as market factors. Genpact's bonus plans are subject to change and is not guaranteed. Genpact reserves the right to amend, replace, or terminate the bonus plan at its discretion at any time.

*The Annual Target Cash Compensation consists of your annual fixed pay and annual target bonus.

Genpact India Pvt. Ltd.
CIN: U73100DL2005PTC307363

Genpact India Private Limited 12A (Ground floor), Prakash Deep Building,
7, Tolstoy Marg, New Delhi-110001

**Transformation
Happens Here**

Annexure I

Employee OHR : 703378481
Employee Name : Miss Shaziya Khan
Effective Revision Date : 01-Apr-2025

Designation : Lead Consultant
Band : 4.4B

Fixed Pay Increase % : 2.0%

Fixed Pay Details

	Previous Amount (INR)	Revised Amount (INR)
Components	Annual	Annual
Basic	553,279	564,344
Provident Fund	66,393	67,721
HRA	331,967	338,607
Conveyance Allowance	138,320	141,086
Car Allowance	138,320	141,086
Additional Allowance	121,721	124,156
Fixed Pay	1,350,000	1,377,000

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