



EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

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

25 June, 2024

Mr SIVA GOKULA THILAGAR DINAKARAN G
29, 3rd CROSS STREET,
SRIDHAR NAGAR,
ARIYANKUPPAM,
PUDUCHERRY - 605007

Contact No: 7708274226
Email: Sivagokuldina@gmail.com

Dear **SIVA GOKULA THILAGAR,**

Subject: Appointment in the position of
Senior Consultant 3

With reference to your application and the subsequent interview you had with us, we are pleased to confirm your appointment for the above said position in **"EY Global Delivery Services India LLP"** (the "Firm") subject to the following terms and conditions:

1. POSITION:

You will be appointed in the position of **Senior Consultant 3** in Consulting in the Firm. Your Rank will be **42**. While serving the Firm in this position, you will report to, and receive direction from the reporting manager or as may be communicated to you from time to time. As agreed, you shall join the services of the Firm at **Chennai** office.

2. DUTIES AND CODE OF CONDUCT:

- a. You shall at all times carry out such duties and responsibilities as may be assigned to you by the Firm and shall faithfully and diligently perform these in compliance with established policies and procedures, endeavouring to the best of your ability to protect and promote the interests of the Firm.
- b. You will be bound by the Firm's Code of Conduct and all other rules, regulations, policies and orders issued by the Firm from time to time in relation to your conduct, discipline and service conditions such as leave, medical, retirement, IT policies, etc. as if these conduct rules, regulations, policies et al, were part of this contract of employment.
- c. Without prejudice to the generality of the foregoing, you shall at all times comply with the Firm's policies and procedures (as may be intimated from time to time on the Firm's internal home page or through Firm newsletters and webcasts or other written means), including but not limited to matters relating to independence, anti-bribery, prevention of insider trading and prevention of sexual harassment.

3. WORKING HOURS:

Your standard working hours will be 45 hours a week. Your work week comprises of weekly off, which will be communicated to you by your reporting manager. In view of your position in the Firm, you shall effectively perform to ensure results and you will be expected to work beyond the standard working hours to achieve the results, whenever your job so requires. Additionally, as mentioned in your interview process, the Firm may

EY Global Delivery Services India Private Limited, (A private limited company with registration no. U74999KA2016PTC093751) converted into EY Global Delivery Services India LLP (a limited liability partnership with LLP Identity No. AAL – 2743) effective 30 November, 2017 Regd. Office: 3rd floor, Tower 'C', RMZ Infinity, Old Madras Road, Benniganahalli, K R Puram Bangalore - 560016, India

This file is signed using Digital Signature.



implement staggered work shifts, from time to time. In such an event, you shall abide by the change in the standard working hours as may be notified by the Firm to accommodate such staggered shifts.

4. DATE OF JOINING:

As per our discussion your date of joining will be **30 September, 2024**

Your Work location will be 6th & 7th Floor, Olympia National Towers, Block 3, A3 & A4, North Phase, Guindy Industrial Estate, Chennai- 600032.

You will be invited to attend a 2-day **in-person** orientation program at the aforesaid work location of your's, on your date of joining. Additional details pertaining to the orientation session shall be shared with you shortly.

5. PROBATION:

You shall be on probation for a period of six months from the date of joining the Firm. Your employment will be deemed confirmed, unless otherwise communicated to you in writing for reasons not limited to performance.

During the six months probationary period for matters related to discipline or performance, the Firm reserves the right to take action in accordance to the policy of the Firm.

Please note that a confirmation letter/notification will not be issued to you upon completion of the six month probationary period.

6. ANNUAL FIXED COMPENSATION:

You shall be paid an annual fixed compensation of **INR 21,50,000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provisions of the Income Tax Act, 1961, and will be paid to you after deduction of income tax and other applicable taxes at source. The annual fixed compensation will be paid to you monthly in arrears. It is a condition of your service that you shall abide by the Firm's policy maintaining the strictest confidentiality of your compensation information and not disclose such information to any other person within the Firm.

7. TRANSFERABILITY:

Your initial place of posting will be Chennai. The Firm reserves the right to transfer you to any other location in India and/or to any other entity affiliated or associated with the Firm.

8. CONFIDENTIALITY:

- a. **Compensation:** You shall at all times keep the details of your compensation and employment benefits at the Firm strictly confidential, and shall not disclose such details to any other person within the Firm.
- b. **Use of Firm's name:** You shall use the Firm name, logos, trademarks or other identifiers strictly in the manner permitted by the Firm's policies, or for the purposes of provision of Services delegated to you to the extent required. Upon termination of your employment with the Firm, you shall not use the Firm's name, logo, trademark or other identifier in any manner other than what is already a matter of public knowledge, provided however you will not be in breach of this clause if you make reference to the Firm's name solely to describe your former association with the Firm subject to the confidentiality obligations which the Firm might have undertaken in relation to any of its clients/customers/users, vendors or other Firm's



- c. **Information:** You shall always maintain the highest degree of confidentiality and keep as confidential the records, documents and other Confidential Information relating to the business of the Firm which may be known to you or confided in you by the Firm its representatives, authorized personnel, vendors, sub-contractors, clients/customers/users etc. and by any means and you will use such records, documents and information only in a duly authorized manner in the interest of the Firm . For the purposes of this clause 'Confidential Information' means information about the Firm's business and that of its clients/customers/users, subcontractors, business partners or agents which is not available to the general public and which may be learnt by you in the course of your employment. This includes, but is not limited to, information relating to the Firm, its client/customer/user lists, employment policies, personnel, and information about the Firm's products, services, processes including ideas, concepts, projections, technology, manuals, drawing, designs, specifications, sales pitches, fees quotes, tender information, key personnel, customer contacts, thought leadership papers, and all papers, resumes, records and other documents containing such Confidential Information, whether such information was disclosed to or accessed by you prior to or after the date hereof. You shall at all times, whether during or after the termination of your employment, act with utmost fidelity and shall not disclose or divulge any such information to third parties or make use of such information for your own benefit or otherwise howsoever.
- d. At no time will you remove any Confidential Information from the Firm's offices without the permission of your reporting manager and/or an authorized officer of the Firm save and except for the purposes of performing the duties assigned to you in your capacity as an employee of the Firm and for no other purpose or use. You will not reproduce, store in a retrieval system or transmit in any form or by any means - electronic, mechanical, photocopying, recording, scanning or otherwise - any copyrighted material or other confidential or proprietary material, which is the property of the Firm or of its clients/customers/users, for your own benefit or for the benefit of any third party, either during the term of your employment or thereafter.
- e. You acknowledge and agree that disclosure of any portion of the Confidential Information prohibited herein or any breach of the provisions herein may result in irreparable injury and damage to the Firm which will not be adequately compensable in monetary damages, that the Firm will have no adequate remedy at law therefor, and that the Firm may, in addition to all other remedies available to it at law or in equity, obtain such preliminary, temporary or permanent mandatory or restraining injunctions, orders or decrees as may be necessary to protect the Firm against, or on account of, any breach by you of the provisions contained herein, and you agree to reimburse the reasonable legal fees and other costs incurred by the Firm in enforcing the provisions of this contract of employment. In addition the Firm will be within its rights to (i) advertise for public knowledge / notice (ii) notify to your prospective employer or iii) regulatory body, any impropriety or breach of confidentiality obligations hereunder as a result of your actions, at its absolute discretion.
- f. Upon termination of your employment or otherwise upon the Firm's request, you will immediately return and surrender to the Firm , all data, information, files, books, magazines, reports, documents, manuals, audio and video tapes, floppies, discs, any knowledge databases entrusted to you, and any other data, information or material containing or reflecting Confidential Information in the course of your employment and shall not retain any copy thereof in any form whatsoever. If the Firm requests, you shall also confirm in writing to the Firm that you have complied with this clause. The Firm reserves the right to alter the confidentiality agreement from time to time, as and when required.
- g. Your duty to safeguard and not disclose, share or publish Confidential Information will survive the expiration or termination of this contract of employment and/or your employment with the Firm.

9. INTELLECTUAL PROPERTY:

In consideration of this Contract of employment and of the salary agreed to be paid in consideration hereof, you agree:



- a. The Firm shall own (as its exclusive property, free from any obligations towards you) all intellectual property developed or conceived by you solely or jointly with others during the period of your employment, (1) that are along the lines of the businesses, work or investigations of the Firm to which your employment relates or as to which you may receive information due to your employment, or (2) that result from or are suggested by any work which you may do for the Firm or (3) that are otherwise made through the use of Firm's time, facilities or materials;
- b. Not to disclose or utilize in your work with the Firm , any confidential information of others (including any prior employers) or any inventions or innovations of otherwise without express permission; and
- c. To execute all necessary papers and otherwise provide proper assistance (at the Firm's expense), during and subsequent to your employment, to enable the Firm to obtain for itself or its nominees all patents, copyrights, or other legal protection for such intellectual property in any and all countries.

10. LEAVE:

You will be entitled to a total leave of 30 days for each completed year of service, in accordance with the leave rules of the Firm. The Firm reserves the right to alter the policy from time to time and the policy in effect for the time being shall be applicable to you.

11. PROVIDENT FUND AND GRATUITY PLANS:

You will participate in the Firm's Provident Fund, and Gratuity Plans as may be applicable in the Firm as per the Payment of Gratuity Act, 1972.

12. RETIREMENT:

As per the Firm' extant policy, retirement age of the employee is 60 years. The Firm reserves the right to alter the policy from time to time and the policy in effect for the time being shall be applicable to you.

13. NOTICE PERIOD; TERMINATION:

- a. During the probation or extended probation period, either the Firm or you may terminate your contract of employment by giving one month's written notice or one month's salary which is based on annual fixed compensation, in lieu of notice, to the other party, subject to the release date being approved by the Firm. The Firm reserves the right to terminate your employment by giving you compensation equivalent to one month's salary which is based on annual fixed compensation, in lieu of the notice period.
- b. After confirmation of your service at the Firm, the contract of employment is terminable by either the Firm or by you, by giving two months' notice in writing to the other, without assigning any reasons thereof. The Firm reserves the right to pay or recover from you, two month's salary which is based on annual fixed compensation, in lieu of the notice period, subject to the release date being approved by the Firm.
- c. If termination is initiated by you, the Firm may, at its discretion, relieve you from a date it may deem fit, at any time before expiration of the notice period. The Firm will agree to the release date and salary payment in lieu of notice period. During the notice period, however, you shall cooperate with the Firm in ensuring smooth and proper hand-over of your responsibilities, failing which the Firm shall be authorized to withhold/forfeit your dues.
- d. The Firm may also terminate/suspend your services at its discretion at any time without giving any notice or amount in lieu of notice immediately if it has been alleged and prima facie established through preliminary internal enquiry that you have committed (i) any heinous criminal act or any offense involving moral turpitude (the term "moral turpitude" includes crimes having an inherent quality of baseness, vileness, or depravity with respect to a person's duty to the society in general



such as rape, forgery, theft, solicitation, etc.), (ii) sexual harassment (adjudicated guilty as per the Firm's policy and local laws) or (iii) other act that threatens or likely to damage Firm's reputation or (iv) any misconduct or breach of terms and conditions outlined in this contract of employment including the Firm's policies.

- e. The Firm also expects that you voluntarily disclose details of any of the above acts to the Firm at the time of joining or during your employment with the Firm, as applicable, based on which the Firm may terminate/suspend your services at its discretion at any time immediately upon written notice to you.

14. PAST RECORD:

If any information or declaration given by you to the Firm proves to be false or if you are found to have willfully suppressed any material information, including but not limited to any information about your educational qualification, professional certification, you will be liable to be discharged from the services of the Firm, without any notice or salary.

15. RULES AND REGULATIONS:

You shall abide by the Rules and Regulations of the Firm in effect from time to time or as the Firm may communicate from time to time.

16. DUAL EMPLOYMENT:

You will be in the exclusive employment of the Firm. During your employment with the Firm, you will devote your whole time, attention and skill to your ability for its business and you shall not, except with the written permission of the Firm, engage directly or indirectly in any other business, profession, occupation or other commercial activity, whether as a principal, agent, contractor, consultant or otherwise, whether full-time or part-time.

17. PERSONAL DATA:

During the course of your employment with the Firm, you may provide the Firm with confidential data or information that can be linked to you personally, or otherwise personally identifies you, including without limitation your financial information, emails, addresses, telephone numbers, shareholdings, physical, physiological and mental health information, and medical records and history (your "Personal Data"). You acknowledge that the Firm may collect, use, transfer, store or otherwise process ("Process") such Personal Data as required per the Firm's policies, to facilitate the conduct of the Firm's business, to conduct background checks, check conflicts or maintain independence, finance and accounting purposes or for quality and risk management purposes. The Firm will Process your Personal Data in accordance with applicable law and professional obligations and shall ensure that any service provider who Processes Personal Data on our behalf adheres to such requirements.

You hereby consent to the processing of your Personal Data in the manner described above, whether by the Firm or any service provider on the Firm's behalf.

18. EMPLOYMENT VERIFICATION :

Your qualifications and employment will be subject to a background check, which will be conducted by such agency/firm/establishment, whose services are contracted by the Firm, from time to time. The verification will include authentication of any factual or historical information provided by you, related to past and present data such as reference details, previous employment details, educational credentials and criminal records, etc. You are required to give your consent, by signing the background verification declaration in such a manner as may



be required by the Firm. In the event that you fail to submit the documents sought by the Firm within the stipulated timeline or if any information provided by you to the Firm proves to be false or if you are found to have willfully withheld any information, the Firm reserves the right to revoke and/ or terminate this contract of employment, without any notice or compensation.

19. SUBMISSION OF DOCUMENTS:

You will be expected to mandatorily submit relevant documents as stated in Annexure A at the time or prior to joining the Firm. The list of relevant documents will be intimated to you. In the event that you do not submit the relevant documents within the stipulated time period, the Firm reserves the right to revoke and/ or terminate this contract of employment without any notice or compensation.

20. MISCELLANEOUS:

- a. The following annexures form an integral part of this agreement.
 - a) Annexure A - List of documents to be submitted
 - b) Annexure B - Illustrative compensation break-up
- b. Previous employment: You represent and warrant to the Firm that you are under no contractual, fiduciary, professional or other obligation or commitment that prevents you from entering into this contract of employment, or is otherwise inconsistent with your obligations under this contract of employment. If you were previously employed with another organisation, you represent and warrant to us that you have returned all property and confidential information belonging to any prior employer/organization and do not have any outstanding issues/unfulfilled employment obligation pending with your previous employer/organization having legal ramifications/consequences for you or for the Firm.
- c. Additional Documents: In addition you may also be required to execute additional documents, declarations and/or deeds as (i) per the Firm's policy as may apply to your/your nature of services as well as (ii) per any requirement of law of the jurisdiction where you might be required to work as a part of your employment with us, depending upon your job requirements and/or (iii) per the requirement of any professional, industry or other regulatory body and/or (iv) to meet any specific client/customer/user request and/or (v) per the Firm's exclusive discretion.
- d. Supersedes previous contract of employment: This contract of employment supersedes and replaces any existing agreement between the Firm and you relating generally to the same subject matter. It may not be modified or terminated, in whole or part, except in writing signed by an authorized representative of the Firm. This contract of employment shall include all written deeds, documents, declarations, bonds and undertakings signed by you pursuant to and arising out of this document. Discharge of your undertakings in this contract of employment shall be an obligation of your executors, administrators, or other legal representatives or assigns.
- e. Severability: If any provision contained in this contract of employment is held to be invalid or unenforceable under applicable law, the remaining provisions of this contract of employment shall be construed as if such provision did not exist, and the unenforceability or invalidity of such provision shall not be held to render any other provision of this contract of employment unenforceable or invalid.
- f. Privity of Contract: The terms of this contract of employment may only be enforced by a party to this contract of employment.
- g. Governing law and dispute resolution: This contract of employment, including all matters relating to its validity, construction, performance and enforcement, shall be governed by and construed in accordance with Indian law. In case of any dispute in relation to this contract of employment the decision of the management of the Firm shall be final and binding.

Please acknowledge your acceptance of these terms and conditions of employment by signing the duplicate copy of this contract of employment and submitting the same to us for the Firm's records.



Yours faithfully,
for **EY Global Delivery Services India LLP**

Signed By: NISHANT LEEKHA
Reason: Offer Letter
Location: Gurugram
Date: 06/25/2024 17:28:44

Authorized Signatory

I hereby accept the aforesaid position and terms and conditions of employment set forth above.

Signed: _____ Date: _____

Name: _____

A handwritten signature in blue ink, appearing to read 'Siva Gokula Thilagar', is written over a horizontal line.

6/28/2024

SIVA GOKULA THILAGAR

**Annexure A**

Dear **SIVA GOKULA THILAGAR**,

Please refer to the discussion that you had with us. Please note that you have to submit the following documents on the date of joining (it is mandatory to carry all documents & information listed below).

SN	Documents to be submitted on the Date of Joining	Tick Y/N
1	4 passport size photographs in formals with a white background	
2	Three printed copies of the following documents: <ul style="list-style-type: none"> Your Pan Card - Mandatory Aadhaar Card - Mandatory Your passport, voters ID, ration card, driving license or ESIC card 	
3	Single printed copies of all semester and year mark sheets, degree and provisional certificates for: <ul style="list-style-type: none"> ►Graduation/Post-graduation Note: If you are awaiting results, please submit all previous semester mark sheets, along with a copy of your last semester results	
4	Professional qualification certificates* *For CA qualified - Please carry your articleship completion certificate and membership certificate, along with mark sheets	
5	For Enrolled Agent/CPA qualified/ ATT Certification - Please carry your completion certificate along with the license/certification number details	
6	Experience certificate or relieving letter from last 2 employers as applicable. Your resignation acceptance letter will also be accepted by us. However, the relieving letter should be submitted to us within 30 days of joining.	
7	PF declaration form	
8	Bank details - Account number along with the IFSC code	
9	Last drawn payslip from your previous employer	
10	Your blood group	
11	Name, address (preferably residence address) and telephone number of two references, excluding relatives. If you have prior work experience, one reference has to be from the last organization or employer.	

Notes:

You will receive an email from EY Feedback with a link to complete your documentation formalities. We recommend to complete your documentation 5 days prior to your date of joining. The next steps in your onboarding process will be initiated only after we receive your acknowledgement of the documents submission.

You will be invited to attend a 2-day **in-person** orientation program at the aforesaid work location of your's, on 30 September, 2024. You should have taken both doses of the COVID-19 vaccine. Please carry your COVID-19 vaccination certificate (Soft/Hard copy).



Annexure B

Name	SIVA GOKULA THILAGAR DINAKARAN G	DOJ	30 September, 2024
Designation	Senior Consultant 3	Service Line	Consulting
Rank	42		

COMPONENTS	Per Month (INR)	Annual (INR)
Basic Salary	71,667	8,60,000
House Rent Allowance (HRA)	35,833	4,30,000
Other allowance including flexible components 1	59,367	7,12,400
Advanced Statutory Bonus	3,700	44,400
Employer's Provident Fund (PF) contribution	8,600	1,03,200
Fixed compensation	1,79,167	21,50,000

Benefits (Estimated value)		
Insurance premium 3 (Group Medical + Group Personal Accident + Group Term Life)		30,793
Gratuity 4		41,366
Total of Benefits		72,159

Notes:

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 recruiter seeking more information

You will be eligible to participate in the GDS Variable Pay Bonus (VPB) Program, with a VPB percentage target of 10% at your rank. This target is indicative and the actual pay-out, each year, will vary based on the GDS, Service Line/Service Function and individual performance. Payment under any VPB program is subject to you being employed with the Firm as on the date of pay-out. Employees who join the Firm during the year, will be eligible for a pro-rated VPB amount, subject to meeting the guidelines of the Program. The amount is subject to income tax deduction, as per rules prescribed under the tax laws.

All the above components and benefits are as per the Firm's policies and are subject to change from time to time. Please refer to the payroll database([greytHR](#)) for a detailed breakup of your salary structure.



Tax benefits on the premium paid and on the digital points utilized:

- Employee premium contribution of 15% towards Group Medical Cover (GMC) will be deducted from the post-tax salary. The premium contribution is eligible for tax benefits under Section 80D of the Indian Income Tax Act, 1961, as per the defined limits.
- Among the flex options, only specific insurance health covers are eligible for tax exemption under Section 80D as applicable under the Indian Income Tax Act, 1961
- Allocation of flex points towards certain components like vital care plans offered through wellness providers, parents-in-law of employees covered in family definition, accident insurance - top-up for self or partner inclusion may be considered as taxable perquisite and will be subject to applicable tax deduction at source as per the Indian Income Tax Act/Rules

For more information on the insurance benefit offering, please refer to [Medical Insurance policy document](#) (accessible through EY network)

1. You will also be allowed to determine your flexible components that form a part of your fixed compensation. These will be defined as per policy of the Firm which may be modified from time to time. Please refer to the payroll database ([greytHR](#)) for applicable flexible components.

Particulars	Description
1.Telephone reimbursement	Defined as per Rank eligibility
2. LTA	Defined as per Rank eligibility
3. NPS	Voluntary contribution defined by employee and enabled by the organization.

2. NPS

The NPS program for GDS India employees falls under the Corporate model. Employees can opt to invest in NPS via payroll and get additional income tax benefits in GDS India. It is a voluntary program, and you can define your contribution and take an optimum decision for your future via systematic savings. It also offers an option for easy portability across jobs and locations in India.

For more information on NPS, please refer to [EY Benefits and You: National Pension System](#) (accessible through EY network)

EY Benefits and You program is making 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 discount platform, varied recognitions, lifestyle management, health and wellness programs, employee assistance programs, doctor teleconsultations, wellness corner app and many more in making.



Insurance benefits

Benefit Type	Benefit Value	Features
Group Medical Insurance	INR 4,00,000	Floater cover for self and five dependents which includes spouse/same sex partner, children and parents/parent-in-law. The premium stated above is the maximum amount paid/incurred by the Firm, and is subject to change every year post renewal. There will be an employee contribution towards the premium. In addition to the existing INR 4,00,000 cover, employees can opt for an additional sum insured (custom-made 'top-up' health insurance benefit) at a reasonable cost to cover themselves and their dependents.
Group Personal Accident Insurance	INR 20,00,000	For self, as per policy, is being paid/incurred by the Firm on your behalf. The premium stated above is the maximum amount paid/incurred by the Firm, and is subject to change every year post renewal of insurance policy.
Group Term Life insurance	INR 64,50,000	For self, as per policy, is being paid/incurred by the Firm on your behalf. The premium stated above is the maximum amount paid/incurred by the Firm, and is subject to change every year post renewal of insurance policy.

Gratuity will be paid as per provisions under the prevailing regulations.

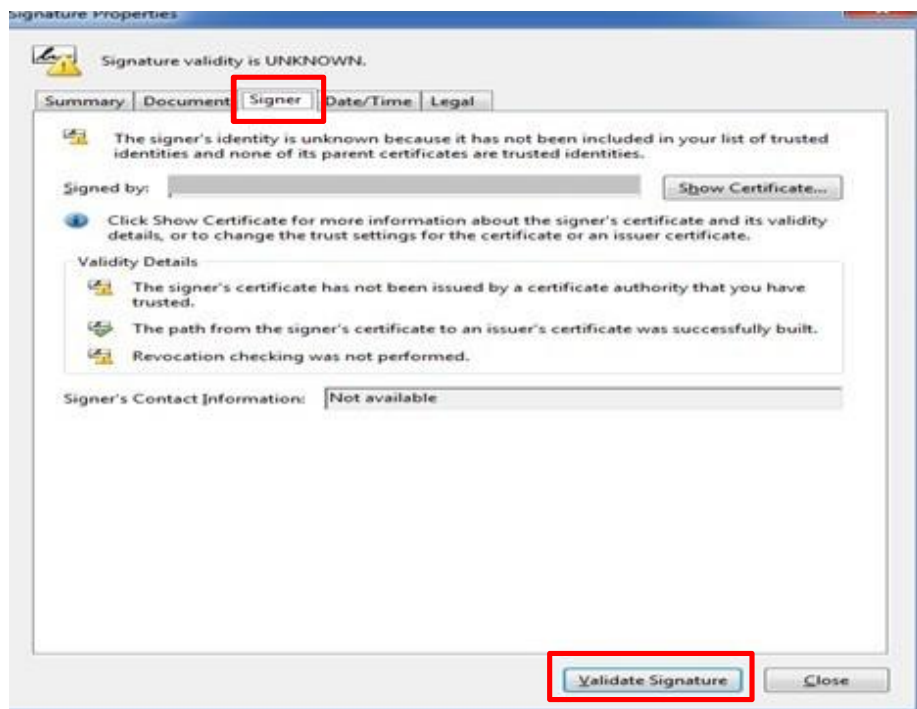


Steps to be followed for digital signature validation:-

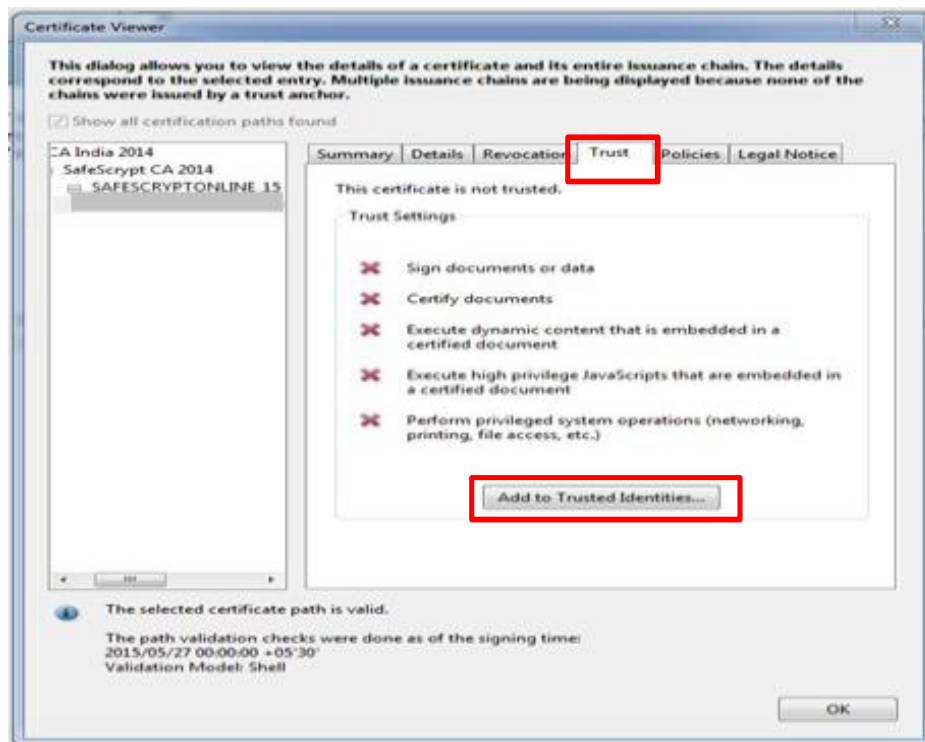
- Click on the digital signature (*which has the question mark*)
- Click on 'Signature properties'



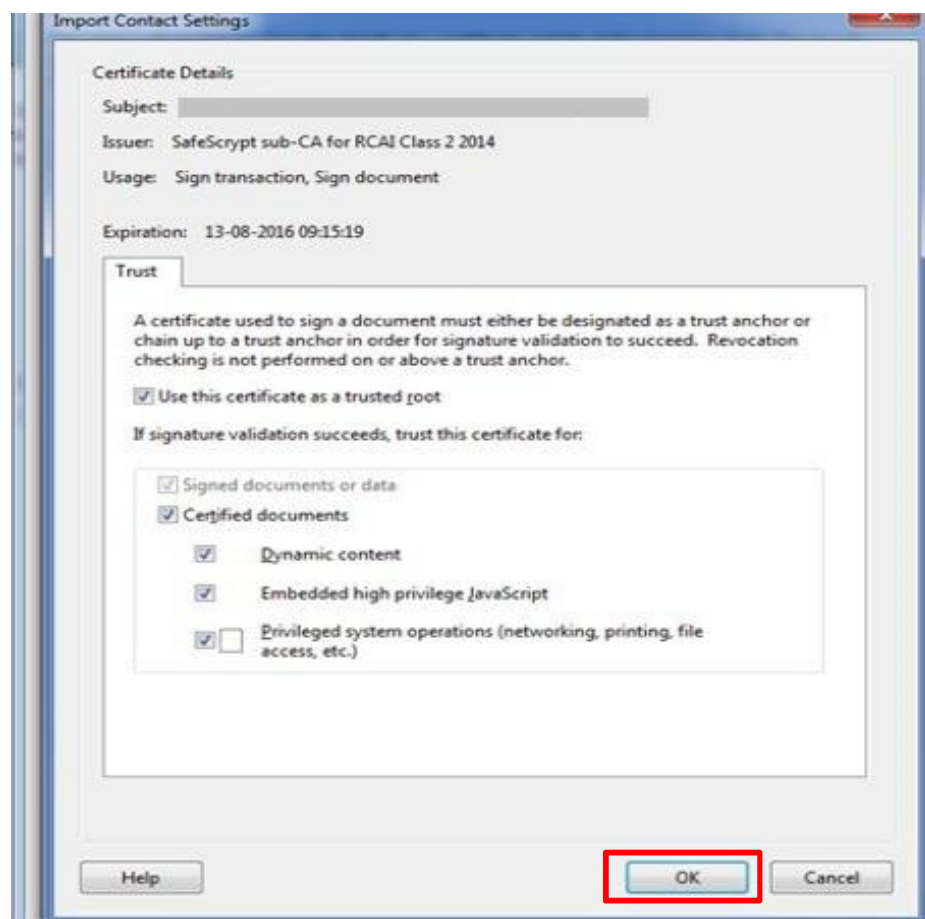
- Click on 'Signer Tab' and click on 'Validate Signature'



- Go to 'Trust' tab and click on 'Add to Trusted Identities'



- Click on 'OK' and close the file



- Digital signature once validated, a green tick will appear on your offer letter

Signature valid

Signed by : SHANTHARAM Y. DOUBBILISHETTY
Date : 17-Nov-2017 16:44:23
Location : Bangalore



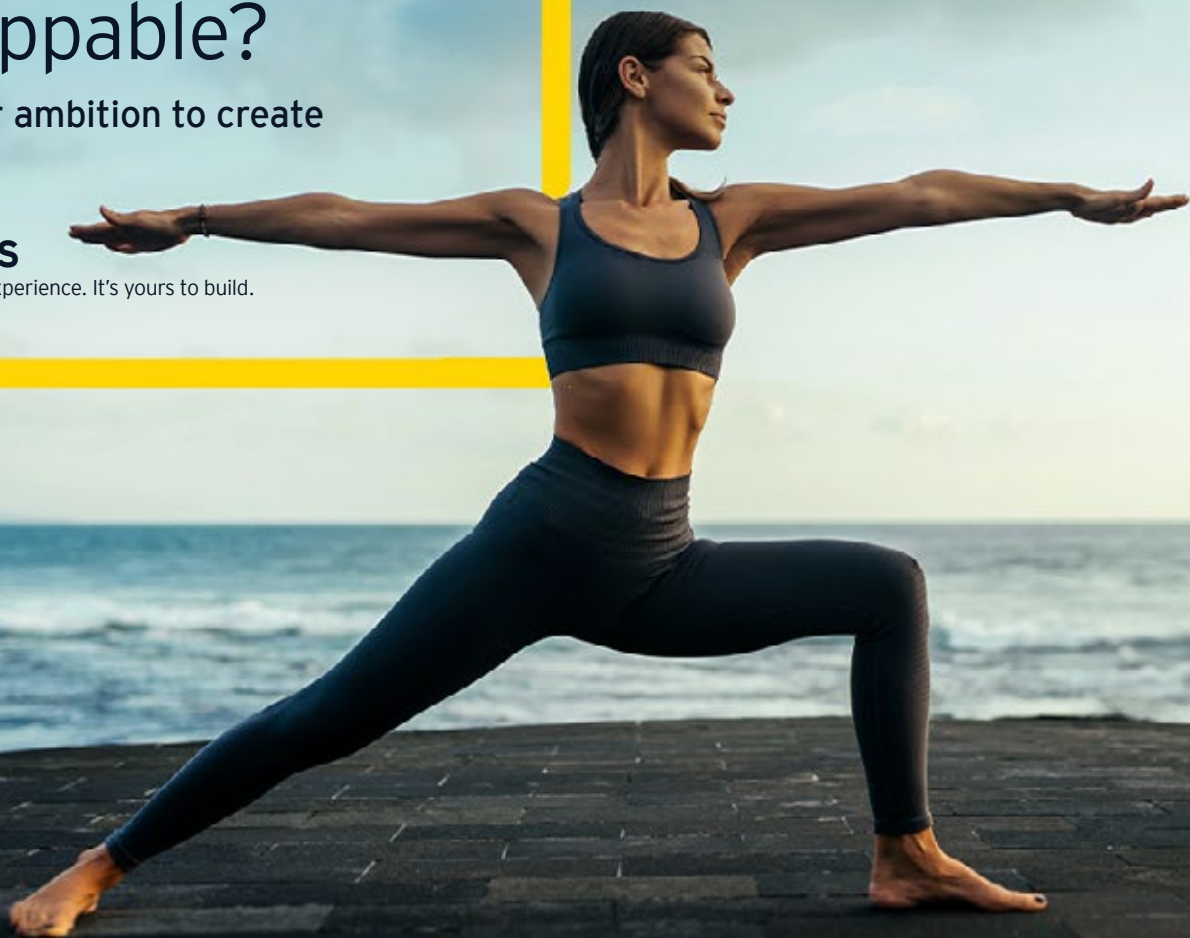


How do you go from impossible to unstoppable?

Unlock your ambition to create
the future.

Join EY GDS

The exceptional EY experience. It's yours to build.



The better the question.
The better the answer.
The better the world works.

Overview

In a world that's changing faster than ever, our purpose acts as our 'North Star', guiding more than 300,000 people – providing the context and meaning for the work we do every day. At EY, we empower our people with the right mindsets and skills to navigate what's next, become the transformative leaders the world needs, pursue careers as unique as they are, and build their own exceptional EY experiences.

EY Global Delivery Services (GDS) is much more than a service. It's an intricate network of people. And we're developing innovative business solutions that empower agility and efficiency to drive EY larger purpose of...

75,000+ professionals

9 countries | **20** cities

Building a better working world

But to continue to do so, we need the right people, with the right skill sets and capabilities.

Those who are ready to...

- ▶ See, and do things differently - Entrepreneuria
- ▶ Use technology for change, and change technology - Innovative
- ▶ Challenge the norms, and themselves - Determined

Those ready to...





Reach...

For an exceptional employee experience

A workplace is much more than where you work. It's where you spend over half your time and expand your network. And it's where you shape not just your present, but your future, both at and beyond your job.

At EY GDS, we provide an exceptional, well-rounded employee experience across locations. And we do it by offering.

Growth

Through structured learning and development initiatives, dedicated mentorship and customized career pathways.

Disruption

Through opportunities to work with leading-edge technology, genuine global exposure and a culture of rewards and recognition.

Balance

Through our commitment to well-being, diversity and inclusion, corporate responsibility and a flexible work environment.

Excellence

Through our relentless pursuit of the better standards, a constant drive to surpass expectations and help achieve outstanding results.

Are you ready to reach?



Reach for growth...

With a clear road map of your progress

Learning and development

Gain the mindset and skill sets that are essential for your professional growth. We offer a range of programs such as the EY GDS Bootcamp, EY Badges, the EY Tech MBA, and more. We also offer training sessions and workshops specifically designed for women leaders.

Active mentorship

Experience serves as the ultimate educator. We provide employees with the chance to receive guidance from industry-leading experts. This gives them access to a wealth of knowledge built on first-hand learnings. Here's your chance to leverage their experience to your advantage.

Personalized careers

Deciding what's next isn't always easy. But with the EY GDS Leap career development program, you can access opportunities across locations. Explore lateral and vertical growth opportunities that align with your unique skills and qualifications to take your career to the next level.



Reach for disruption...

With new opportunities at every stage of your career

Leading-edge technology

Experiment with the latest technologies like generative AI, blockchain, advanced analytics, and more. Use your talent to build solutions that help solve problems and drive long-term value across industries as you grow professionally.

Global experience

Be part of an organization that's seamlessly connected - across geographies and industries. We provide learning and growth opportunities to help build your ability to analyze, innovate, think, and act globally.

Dynamic teams

With people from all walks of life working together, EY people have the chance to learn from and lean on strong dependable teams. Brainstorm with visionary leaders and peers as you work with teams across our network.

Reach for balance...

With benefits designed for your overall wellbeing

Flexibility and support

We help you achieve your goals. Whether by providing the tools you need to work remotely or creating personalized career journeys to make your aspirations real, EY GDS will always equip you - and your families - with the financial, emotional and social support you might need.

Diversity, equity and inclusiveness

It's the core of who we are, and how we work. Whether it's ideas or ideals, we value and respect differences. The culture that we've created through the years, across locations, fosters a sense of belonging and an environment where everyone is heard and respected.

CR initiatives

We believe that businesses can be a force for good. And the CSR initiatives at EY GDS give our people the opportunity to truly transform lives. Each initiative, and each professional who joins, helps us get a step closer to EY GDS' goal - to positively impact one billion lives by 2030.



Reach for excellence...

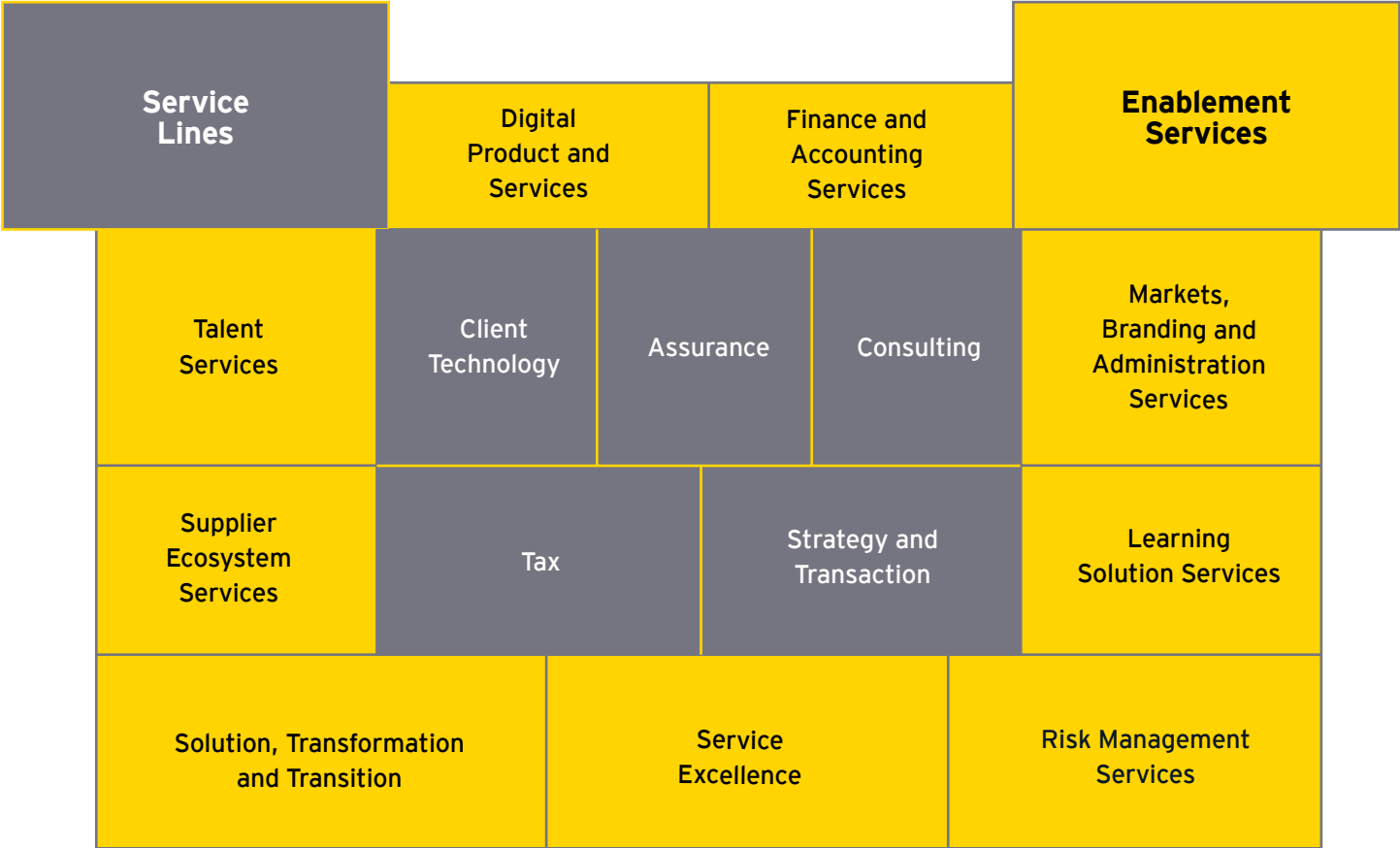
With services that help in building a better working world

- Client services**

We work as an extension of the client-serving, EY engagement teams. Explore diverse fields such as AI, robotics, analytics, blockchain and beyond, and expand your horizons as you move ahead in your career.
- Enablement services**

We help EY teams operate efficiently, improve productivity, and reduce indirect costs. Sharpen your focus across digital platforms and disruptive automation, all while working with diverse, cross-functional teams.
- Centers of excellence**

We are constantly integrating new technologies with our service to provide enhanced value and solidify client relationships. Be part of EY tech CoEs and learn how you can stand out from the competition.



A journey of success ... and industry recognition:

- 

Most Preferred Workplace
2023-2024
- 

ET HR World Employee
Experience Award 2023
- 

Friendly Workplace
2023 - Poland
- 

Top 10 Hall of Fame- Best
Companies for Women
Indian 2023
- 

Top 10 Best Companies
for Women - India
2023
- 

Recognized as
Consulting Leader at
the RiseUp Appathon
- Philippines 2023



To reach for better,

visit www.ey.com/en_in/careers/global-delivery-services

EY | Building a better working world

EY exists to build a better working world, helping create long-term value for clients, people and society and build trust in the capital markets. Enabled by data and technology, diverse EY teams in over 150 countries provide trust through assurance and help clients grow, transform and operate. Working across assurance, consulting, law, strategy, tax and transactions, EY teams ask better questions to find new answers for the complex issues facing our world today.

EY refers to the global organization, and may refer to one or more, of the member firms of Ernst & Young Global Limited, each of which is a separate legal entity. Ernst & Young Global Limited, a UK company limited by guarantee, does not provide services to clients. Information about how EY collects and uses personal data and a description of the rights individuals have under data protection legislation are available via ey.com/privacy. EY member firms do not practice law where prohibited by local laws. For more information about our organization, please visit ey.com.

© 2024 EYGM Limited.

All Rights Reserved.

EYG no. 005273-24Gbl

ED None

This material has been prepared for general informational purposes only and is not intended to be relied upon as accounting, tax, legal or other professional advice. Please refer to your advisors for specific advice.

ey.com