

ELRP¹: As you get to the subsequent years in ZS, apart from the above-mentioned cash and non-cash benefits, you will be entitled for a confirmed bonus under the Emerging Leader's Rewards Program (ELRP). ZS values the long-term contribution of our people towards the organization and the expertise they build along. In recognition of this, ZS offers an additional reward to our 'Emerging Leaders' for staying on and building their careers with us. This reward, if paid in its entirety is INR 900,000 and will be paid out across the 12th, 24th, 36th and 48th months of completion with ZS. If you choose to leave ZS within 6 months of receiving any of the ELRP payouts, you will be expected to pay back the last payout in its entirety.

| Pay-out months | Tenure in Months (from date of joining ZS India) | | | | Total = 9,00,000 |
|----------------|--|----------------------------|----------------------------|----------------------------|------------------|
| | On completion of 12 months | On completion of 24 months | On completion of 36 months | On completion of 48 months | |
| | INR 1,50,000 | INR 1,50,000 | INR 2,50,000 | INR 3,50,000 | |

Note: Your ZS gross will also be appraised and the same will have a resultant effect on your performance bonus as you get to year two and subsequently in the following years.

2
Disclaimer- All related amounts of Non-Cash Benefits (including Group Medical Insurance, Accidental Policy, Life Insurance Cover and Executive Health Checkups) are subjected to annual update at complete discretion of ZS Associates India Private Limited.

Gratuity: Once you complete five years of continuous service, ZS will pay 15 days' salary for every completed year of service at the time of retirement or separation. The maximum amount payable is governed by the Gratuity Law.

Provident Fund: **Provident Fund:** When you begin employment with ZS, you will be enrolled in a Provident Fund account. The primary objective of this program is to provide long-term financial security for ZS employees, while reducing current tax exposure. As a participant, you will make 12% contributions on the first INR 15,000 of your monthly salary through payroll deduction; ZS makes a separate additional matching contribution to your account. You can opt for additional contributions to your Fund account through payroll deduction.