



19-Mar-2020

Sureshkumar Nemidoss
703228937

2019 PERFORMANCE BONUS

Dear **Sureshkumar**,

Thank you for your dedication, passion and valuable contributions!

Together, we have transformed Genpact into a professional services company that makes business transformation real. We're a different company you still recognize. Our focused long-term strategic journey is playing out well, and as we write the next chapter in our evolution, we would like to thank you for everything you do.

To recognize your contribution in 2019, we are pleased to award you with an annual performance bonus for 2019, amounting to **INR 365,159**. This amount has been prorated (as applicable for the duration you worked with the Company) and will be paid with your March 2020 salary post applicable tax deductions.

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

Warm Regards,

Urvashi Singh
(Senior Vice President)
Human Resources

Note: The bonus payout is subject to your continued employment with Genpact. Should you cease to be an employee of Genpact for any reason whatsoever, including transfer to any non-Genpact group of Companies, resignation, termination etc. on or before 31st March'20, you will not be eligible for this bonus payout. The bonus payout is further contingent on your meeting the criteria and timelines set forth on closure of appraisal and annual goal setting indicated in the performance management guideline of the company and communicated to you.

Your bonus payout (If applicable) for the current and subsequent years would be subject to your and company's performance as well as the market factors, it is subject to change and is no way guaranteed. Genpact reserves the right to amend, replace, or terminate the bonus plan at its discretion at any time.

Genpact India-HEADST.

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