



23-Mar-2021

Vishesh Goyal
703247481

Salary Revision Letter

Dear Vishesh,

2020 has shown us what it means to be resilient and what it takes to thrive in the new normal. Our collective actions have helped us adapt and rise, and we're proud to be restoring compensation increases.

Thank you for your valuable and continued commitment to Genpact's success. We deeply value your hard work and are happy to share details on your salary revision from **INR 1,000,000** to **INR 1,069,000** with effect from **01-Jan-2021**.

With this salary revision, your compensation structure also has been revised. Please refer to the details on the next page. Your next salary review is scheduled for **01-Jan-2022** and will be linked to your performance and Genpact's. All other terms and conditions of your appointment remain the same.

Once again, thank you for everything you do. We appreciate your contributions to making Genpact a great place to work.

Warm Regards,

Acknowledged

Human Resources

Vishesh Goyal

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*Details of your revised compensation is enclosed.

*Your bonus payout (If applicable) for the current and subsequent years would be subject to your performance and Genpact's as well as market factors. It is 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.

Genpact India Pvt. Ltd.

CIN: U73100DL2005PTC307363

Genpact India Private Limited 12A (Ground floor), Prakash Deep Building, 7,

Tolstoy Marg, New Delhi-110001

Annexure 1

Employee OHR : 703247481
Employee Name : Vishesh Goyal
Effective Revision Date : 01-Jan-2021

Designation : Engineer II - Software Development
Band : 4.4A

CTC Increase % : 6.9

COMPENSATION DETAILS

	Previous Amount (INR)	Revised Amount (INR)
Components	Annual	Annual
Basic Salary	400,000	427,600
Provident Fund	48,000	51,312
Conveyance Allowance	60,000	60,000
HRA	240,000	256,560
Additional Allowance	252,000	273,528
CTC	1,000,000	1,069,000

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