Genpact Named by Avtar and Working Mother as 2021 Top 10 Best Companies for Women in India and an Exemplar of Inclusion in the Most Inclusive Company Index

Recognitions are a testament to Genpact's commitment to gender diversity and inclusion

NEW DELHI, November 11, 2021 – Genpact (NYSE: G), a global professional services firm focused on delivering digital transformation, today announced that it has been named in the list of Working Mother and Avtar Top 10 Best Companies for Women in India (BCWI) list for two consecutive years, and also been recognized as an Exemplar of Inclusion in the Most Inclusive Companies Index (MICI).

"At Genpact, we recognize the direct connection between diversity and innovation. We are unequivocally clear that different backgrounds and ways of thinking lead to breakthroughs that create a significant impact for our clients," said **Lavanya Shrinagesh, global corporate social responsibility, diversity, equity, and inclusion leader, Genpact.** "These awards underscore our commitment to driving an inclusive and equitable culture that allows all employees to thrive and is key to making Genpact an employer of choice."

Avtar, India's premier diversity, equity, and inclusion solutions firm along with Working Mother Media, a strategic professional services firm dedicated to advancing diversity, equity, and inclusion in the workplace in the United States, conducted the sixth successive edition of the Best Companies for Women in India study, and the third edition of its Most Inclusive Companies Index study in 2021.

"This year's study results indicate that companies are consciously evolving in their own diversity, equity, and inclusion maturity. This is primarily based on three factors: their leadership intent; the industry they belong to; and the history of their DEI journey thus far," said **Dr. Saundarya Rajesh, founder and president, Avtar.** "Genpact's recognition in the 2021 Top 10 BCWI list, exemplifies its focus on DEI which has been the cornerstone of its corporate culture since its inception and has been critical to its growth and success."

Genpact was selected from among 334 companies from quantitative and qualitative information about their DEI practices and programs.

"The 2021 results are a clear indication that leaders at our 100 Best Companies are conscious of the progress made on the DEI front and now they are navigating a path to balance workplace complexities in a post-Pandemic world," said **Subha Barry, president, Seramount** (formerly Working Mother Media). "Inclusive leadership combined with a diverse workforce foster a culture of innovation, better problem-solving increasing the sustainability and agility of organizations. We are extremely proud to see the DEI intent grow among the Champions and Exemplars at the Most Inclusive Companies Index cutting across industries in India."

More information about the 2021 Avtar and Working Mother Top 10 Best Companies for Women in India winners may be found here. You may view the Most Inclusive Companies Index here.

About Genpact

Genpact (NYSE: G) is a global professional services firm that makes business transformation real. Led by our purpose – the relentless pursuit of a world that works better for people – we drive digital-led innovation and digitally enabled intelligent operations for our clients. Guided by our experience reinventing and running thousands of processes for hundreds of clients, many of them Global Fortune 500 companies, we drive real-world

transformation at scale. We think with design, dream in digital, and solve problems with data and analytics. Combining our expertise in end-to-end operations and our AI-based platform, Genpact Cora, we focus on the details – all 90,000+ of us. From New York to New Delhi, and more than 30 countries in between, we connect every dot, reimagine every process, and reinvent the ways companies work. We know that reimagining each step from start to finish creates better business outcomes. Whatever it is, we'll be there with you – accelerating digital transformation to create bold, lasting results – because transformation happens here. Get to know us at Genpact.com and on LinkedIn, Twitter, YouTube, and Facebook.

About Avtar

Avtar set up in 2000, is India's premier Diversity, Equity & Inclusion solutions firm. Lead by the visionary Dr. Saundarya Rajesh, Avtar has helped charter Diversity, Equity, & Inclusion plans for several organizations in the IT/ITES, BFSI, FMCG, Pharma, Retail and Engineering Industries in the country. As the earliest firm in India to provided end to end DEI solutions, Avtar's services span a broad spectrum, including Diversity Recruitment (including gender, People with Disabilities, members of the LGBTQ community), Audits & Advisory support towards strategic DEI planning, Conferences &Events that host very pertinent DEI discussions and Training interventions towards building DEI capability.

To know more, visit **www.avtarinc.com**

Abour Seramount

Seramount, now part of EAB, is a strategic professional services firm dedicated to advancing diversity, equity, and inclusion in the workplace. Over four decades, partnering with some of the most iconic companies in the world, we've built a deep, data-driven understanding of the employee experience, which lays the groundwork for everything we do. Our comprehensive DE&I toolkit includes actionable research and insights, membership, strategic guidance and consulting, and inspiring events, meeting each client's needs no matter where they are on their journey and guiding them along an ever-changing landscape. Seramount has empowered over 450 organizations to realize the business benefits of diversity, equity, and inclusion. Learn more at seramount.com.

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