Genpact Named by Avtar and Seramount as 2022 Top 10 Best Companies for Women in India and an Exemplar of Inclusion in the Most Inclusive Company Index

Recognition underscores Genpact's commitment to driving a diverse, inclusive and equitable culture

NEW DELHI, October 26, 2022 – Genpact (NYSE: G), a global professional services firm focused on delivering outcomes that transform businesses, today announced that it has been named by Avtar and Seramount in its Top 10 Best Companies for Women in India (BCWI) list for third consecutive year, and also been recognized as an Exemplar of Inclusion in the Most Inclusive Companies Index (MICI).

This year, over 350 companies spanning every major industry, geographical location and line of business were evaluated on their diversity representation and inclusion practices.

"In line with our purpose – the relentless pursuit of a world that works better for people - we are committed to creating a dynamic environment that values diversity and inclusion, respect and integrity, customer focus, and innovation, said **Lavanya Shrinagesh, global corporate social responsibility, diversity, equity, and inclusion leader, Genpact**. "With 42 percent of Genpact's workforce made up by women, we continue to make strides towards our vision of being 50 percent gender diverse. These awards are a testament to that."

Genpact's inclusion in these lists reflects the company's deeply rooted commitment to gender diversity and inclusion, which is reflected in its broad range of programs and initiatives designed to attract, retain, and support talent at every stage of their career. This includes a Women's Leadership Program, created in collaboration with Korn Ferry to build a pipeline of future women leaders; a cross-company mentorship program in association with the 30% Club, and an employee resource group, Women in Genpact network, among many others.

"The results of the 7th edition of the Best Companies for Women in India, the largest and the most comprehensive diversity analytics exercise in the country, conducted by Avtar in association with Seramount, are a glowing testimony to the relentless efforts of organizations in India towards including diversity talent," said **Dr Saundarya Rajesh, Founder-President, Avtar Group.** "There has been an approximate 10% rise in women's workforce participation from the time of the study's inception, which today stands at a promising 34.8%. There is a steady pace of DEI progress in the Best Companies with 77% of them reporting an upsurge in their DEI momentum post covid. These are the companies that have reaped the fruit of raising the bar in their DEI efforts by way of increased operating profits. When the DEI best practices of these role model organizations go beyond their internal cultures to the ecosystem of vendors, partners, customers, and community we will create a society where our future generations can thrive and succeed," she further added.

"The 2022 BCWI-MICI results illustrate a clear path to progress. The 100 Best Companies continue to lean in on career advancement for women in forms of sponsorship, mentorship, and returnship programs, as well as benefits that support their working mothers," said **Subha V. Barry, President, Seramount, part of EAB.** "The Most Inclusive Companies Index places emphasis on identifying and developing diverse talent, utilizing best practices in DEI trainings, holding managers accountable for their DEI results, and more. It is through measures like these that ensure inclusive workplaces are built. We at Seramount are proud to honor these forward-thinking organizations."

This is Genpact's latest DEI recognition added to its growing list of industry awards, including: Bloomberg's 2022

Gender equality index, Forbes Best Employers for Diversity 2022 list, Forbes Best Employers for Women 2021 List, a top 100 most diverse and inclusive companies by Refinitiv's Diversity and Inclusion Index, along with four distinct Brandon Hall Gold Awards for best governance of diversity and inclusion, best D&I strategy, best advance in leading D&I initiatives, and best corporate outreach to promote diversity and inclusion in communities.

See the full winners list for the 2022 Avtar and Seramount Top 10 Best Companies for Women in India, here. You may view the Most Inclusive Companies Index, here.

About Genpact

Genpact (NYSE: G) is a global professional services firm delivering the outcomes that transform our clients' businesses and shape their future. We're guided by our real-world experience redesigning and running thousands of processes for hundreds of global companies. Our clients – including many in the Global Fortune 500 – partner with us for our unique ability to combine deep industry and functional expertise, leading talent, and proven methodologies to drive collaborative innovation that turns insights into action and delivers outcomes at scale. We create lasting competitive advantages for our clients and their customers, running digitally enabled operations and applying our Data-Tech-AI services to design, build, and transform their businesses. And we do it all with purpose. From New York to New Delhi and more than 30 countries in between, our 115,000+ team is passionate in its relentless pursuit of a world that works better for people. 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

About Seramount

Seramount (formerly Working Mother Media), 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. To know more, visit www.seramount.com

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