

Genpact LTD (G)

2026 DEF 14A · filed 2026-03-11 · CIK 0001398659

Headline facts

CEO TOTAL PAY

\$16,324,289

Balkrishan Kalra · 2025

CEO PAY RATIO CD&A

530 to 1

Median employee: \$30,810

SAY ON PAY CD&A

92%

Extracted from: Compensation Discussion & Analysis

COMPENSATION COMMITTEE CD&A

Not extracted

Governance policies

CLAWBACK

present

PLEDGING

prohibited

HEDGING

prohibited

STOCK OWNERSHIP GUIDELINES

present

Peer snapshot

1 peer auto-selected from G's disclosed compensation peer group. Each row shows the peer's latest filing.

TICKER	CEO TOTAL	PAY RATIO	MEDIAN EMP	COMP COMMITTEE
JKHY	\$3,474,604	—	\$93,193	Compensation Committee
JACK HENRY & AS-SOCIATES INC				

Summary Compensation Table (latest disclosed year)

Year 2025

EXECUTIVE	SALARY	STOCK	CASH INCENTIVE	OTHER	TOTAL
Balkrishan Kalra President, Chief Executive Officer and Director	\$925,000	\$14,217,688	\$ 1,151,381	\$30,220	\$16,324,289
Michael Weiner Senior Vice President, Chief Financial Officer	\$670,000	\$2,402,994	\$ 498,324	\$17,822	\$3,589,140
Piyush Mehta Senior Vice President, Chief Human Resources Officer and Country Man- ager, India	\$377,664	\$2,188,952	\$ 373,365	\$ 7,851	\$3,002,530
Anil Nanduru Senior Vice President, Global Busi- ness Leader, Consumer & Healthcare and High Tech Software	\$650,000	\$1,918,817	\$ 426,988	\$37,510	\$3,033,315
Riju Vashisht Senior Vice President, Chief Growth Officer and Global Business Leader, Enterprise Services and Partnerships and Alliances	\$650,000	\$1,911,466	\$ 519,247	\$43,698	\$3,124,411

CEO pay mix (latest year)

Base salary	6%
Cash incentive	0%
Equity	94%
Other	0%
At-risk	94%

Every fact above, traced back to filing text

Generated 2026-10-15 11:02:46Z. Each citation lists the section the fact was extracted from (CD&A, Item 402(u), Item 407(e)(5) committee report).

CEO pay ratio = 530 to 1

Extracted from: Compensation Discussion & Analysis · confidence 0.94

“pay ratio For 2025, CEO total annual compensation for purposes of determining the CEO pay ratio was \$16,324,289, and the total annual compensation (taking into account a cost-of-living adjustment for wages paid to employees outside the U.S.) for our median employee, located in India, was \$30,810, resulting in a pay ratio of 530:1. We have employees in more than 35 countries, and more than 95% of our employees are located outside of the U.S. Most of these non-U.S. employees are based in India and other countries in which wage levels have historically been significantly lower than wage levels in...”

Median employee compensation = \$30,810

Extracted from: Compensation Discussion & Analysis · confidence 0.9

“of our equity award agreements. 612026 Proxy Statement AnchorCEO pay ratio For 2025, CEO total annual compensation for purposes of determining the CEO pay ratio was \$16,324,289, and the total annual compensation (taking into account a cost-of-living adjustment for wages paid to employees outside the U.S.) for our median employee, located in India, was \$30,810, resulting in a pay ratio of 530:1. We have employees in more than 35 countries, and more than 95% of our employees are located outside of the U.S. Most of these non-U.S. employees are based in India and other countries in which wage leve...”

Say on pay = 92%

Extracted from: Compensation Discussion & Analysis · confidence 0.84

“At our 2025 annual meeting of shareholders, approximately 92% of the votes cast were in favor of the compensation of our named executive officers.”

Compensation committee = —

Extracted from: Compensation Discussion & Analysis · confidence 0.85

“The compensation committee granted Mr”

Clawback policy = present

Extracted from: Compensation Discussion & Analysis · confidence 0.96

“clawback policy is filed with the SEC as an exhibit to the Company’s Annual Report on Form 10-K for the fiscal year ended December 31, 2025”

Hedging policy = prohibited

Extracted from: Compensation Discussion & Analysis · confidence 0.93

“prohibition on hedging or pledging our shares.”

Pledging policy = prohibited

Extracted from: Compensation Discussion & Analysis · confidence 0.93

“In addition, we have implemented several policies that mitigate excessive risk-taking, including a clawback of compensation in the event of certain accounting restatements, share ownership guidelines and a prohibition on hedging or pledging our shares.”

Stock ownership guidelines = present

Extracted from: Compensation Discussion & Analysis · confidence 0.94

"ownership requirements, measured from the later of the adoption of the guidelines in 2019 or the date such person became an executive officer or was promoted into a role that has a higher ownership requirement. After the initial phase-in period, each executive officer who is not yet in compliance with the share ownership guidelines is required to retain 100% of the shares issued upon option exercises and vesting of RSUs and PSUs (net of any shares withheld or sold to cover withholding taxes and other applicable taxes) until the applicable ownership guideline is reached"