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**UNITED STATES  
SECURITIES AND EXCHANGE COMMISSION**  
Washington, D.C. 20549

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**Form 10-Q**

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(Mark One)

**Quarterly Report Pursuant to Section 13 or 15(d) of the Securities Exchange Act of 1934**

For the Quarterly Period ended June 30, 2013

Or

**Transition Report Pursuant to Section 13 or 15(d) of the Securities Exchange Act of 1934**

For the Transition Period from \_\_\_\_\_ to \_\_\_\_\_

Commission file number: 001-33626

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**GENPACT LIMITED**

(Exact name of registrant as specified in its charter)

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**Bermuda**  
(State or other jurisdiction of  
incorporation or organization)

**98-0533350**  
(I.R.S. Employer  
Identification No.)

**Canon's Court  
22 Victoria Street  
Hamilton HM 12  
Bermuda  
(441) 295-2244**

(Address, including zip code, and telephone number, including area code, of registrant's principal executive office)

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Indicate by check mark whether the registrant (1) has filed all reports required to be filed by Section 13 or 15(d) of the Securities Exchange Act of 1934 during the preceding 12 months (or for such shorter period that the registrant was required to file such reports), and (2) has been subject to such filing requirements for the past 90 days. Yes  No

Indicate by check mark whether the registrant has submitted electronically and posted on its corporate Web site, if any, every Interactive Data File required to be submitted and posted pursuant to Rule 405 of Regulation S-T (§232.405 of this chapter) during the preceding 12 months (or for such shorter period that the registrant was required to submit and post such files). Yes  No

Indicate by check mark whether the registrant is a large accelerated filer, an accelerated filer, a non-accelerated filer or a smaller reporting company. See definition of "accelerated filer", "large accelerated filer" and "smaller reporting company" in Rule 12b-2 of the Exchange Act. (Check one):

Large accelerated filer  Accelerated filer   
Non-accelerated filer  (Do not check if a smaller reporting company) Smaller reporting company

Indicate by check mark whether the registrant is a shell company (as defined in Rule 12b-2 of the Exchange Act). Yes  No

The number of the registrant's common shares, par value \$0.01 per share, outstanding as of July 31, 2013 was 229,587,199.

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## Item 1. Financial Statements

**GENPACT LIMITED AND ITS SUBSIDIARIES**  
**Consolidated Balance Sheets**  
**(Unaudited)**  
**(In thousands, except per share data and share count)**

	<u>Notes</u>	<u>As of December 31,</u> <u>2012</u>	<u>As of June 30,</u> <u>2013</u>
<b>Assets</b>			
<i>Current assets</i>			
Cash and cash equivalents	4	\$ 459,228	\$ 519,127
Accounts receivable, net	5	451,960	474,702
Accounts receivable from related party, net	5, 20	29	63
Short term deposits		18,292	16,791
Deferred tax assets	19	48,489	53,774
Prepaid expenses and other current assets		150,769	178,159
<b>Total current assets</b>		<b>\$ 1,128,767</b>	<b>\$ 1,242,616</b>
Property, plant and equipment, net	8	200,362	180,606
Deferred tax assets	19	91,383	96,187
Investment in equity affiliates	20	416	334
Customer-related intangible assets, net	9	84,748	83,190
Marketing-related intangible assets, net	9	21,585	22,136
Other intangible assets, net	9	6,054	6,461
Goodwill	9	956,064	962,933
Other assets		116,548	105,866
<b>Total assets</b>		<b>\$ 2,605,927</b>	<b>\$ 2,700,329</b>

See accompanying notes to the Consolidated Financial Statements.

**GENPACT LIMITED AND ITS SUBSIDIARIES**  
**Consolidated Balance Sheets**  
**(Unaudited)**  
**(In thousands, except per share data and share count)**

	Notes	As of December 31, 2012	As of June 30, 2013
<b>Liabilities and equity</b>			
<i>Current liabilities</i>			
Short-term borrowings	13	\$ 80,000	\$ 115,000
Current portion of long-term debt	14	4,982	4,250
Current portion of capital lease obligations		1,301	1,379
Accounts payable		18,652	13,915
Income taxes payable	19	22,304	41,065
Deferred tax liabilities	19	538	379
Accrued expenses and other current liabilities		390,041	386,026
<b>Total current liabilities</b>		<b>\$ 517,818</b>	<b>\$ 562,014</b>
Long-term debt, less current portion	14	656,879	655,726
Capital lease obligations, less current portion		2,533	2,784
Deferred tax liabilities	19	6,068	6,046
Other liabilities		250,848	277,137
<b>Total liabilities</b>		<b>\$ 1,434,146</b>	<b>\$ 1,503,707</b>
<b>Shareholders' equity</b>			
Preferred shares, \$0.01 par value, 250,000,000 authorized, none issued		—	—
Common shares, \$0.01 par value, 500,000,000 authorized, 225,480,172 and 229,513,754 issued and outstanding as of December 31, 2012 and June 30, 2013, respectively		2,253	2,294
Additional paid-in capital		1,202,448	1,238,983
Retained earnings		281,982	392,595
Accumulated other comprehensive income (loss)		(318,272)	(439,458)
<b>Genpact Limited shareholders' equity</b>		<b>\$ 1,168,411</b>	<b>\$ 1,194,414</b>
Noncontrolling interest		3,370	2,208
<b>Total equity</b>		<b>\$ 1,171,781</b>	<b>\$ 1,196,622</b>
Commitments and contingencies	21		
<b>Total liabilities and equity</b>		<b>\$ 2,605,927</b>	<b>\$ 2,700,329</b>

See accompanying notes to the Consolidated Financial Statements.

**GENPACT LIMITED AND ITS SUBSIDIARIES**  
**Consolidated Statements of Income**  
**(Unaudited)**  
**(In thousands, except per share data and share count)**

	Notes	Three months ended June 30,		Six months ended June 30,	
		2012	2013	2012	2013
<b>Net revenues</b>					
Net revenues from services – others		\$ 467,469	\$ 534,614	902,793	1,038,271
Net revenues from services – related party	20	162	190	317	381
<b>Total net revenues</b>		<b>467,631</b>	<b>534,804</b>	<b>903,110</b>	<b>1,038,652</b>
<b>Cost of revenue</b>					
Services	15, 20	285,222	332,714	550,687	644,440
<b>Total cost of revenue</b>		<b>285,222</b>	<b>332,714</b>	<b>550,687</b>	<b>644,440</b>
<b>Gross profit</b>		<b>\$ 182,409</b>	<b>\$ 202,090</b>	<b>352,423</b>	<b>394,212</b>
<i>Operating expenses:</i>					
Selling, general and administrative expenses	16, 20	114,253	118,403	219,258	231,627
Amortization of acquired intangible assets	9	5,790	6,185	11,080	11,736
Other operating (income) expense, net	17	(801)	(486)	(1,513)	(1,088)
<b>Income from operations</b>		<b>\$ 63,167</b>	<b>\$ 77,988</b>	<b>123,598</b>	<b>151,937</b>
Foreign exchange (gains) losses, net		(21,977)	(17,184)	(18,306)	(13,802)
Other income (expense), net	18	(699)	(10,539)	(823)	(15,650)
<b>Income before Equity-method investment activity, net and income tax expense</b>		<b>\$ 84,445</b>	<b>\$ 84,633</b>	<b>141,081</b>	<b>150,089</b>
Equity-method investment activity, net		13	(63)	26	(107)
<b>Income before income tax expense</b>		<b>\$ 84,432</b>	<b>\$ 84,696</b>	<b>141,055</b>	<b>150,196</b>
Income tax expense	19	21,633	19,234	38,000	36,482
<b>Net Income</b>		<b>\$ 62,799</b>	<b>\$ 65,462</b>	<b>103,055</b>	<b>113,714</b>
Net income attributable to noncontrolling interest		1,699	1,586	3,415	3,101
<b>Net income attributable to Genpact Limited shareholders</b>		<b>\$ 61,100</b>	<b>\$ 63,876</b>	<b>99,640</b>	<b>110,613</b>
Net income available to Genpact Limited common shareholders	12	\$ 61,100	\$ 63,876	99,640	110,613
Earnings per common share attributable to Genpact Limited common shareholders	12				
Basic		\$ 0.27	\$ 0.28	0.45	0.48
Diluted		\$ 0.27	\$ 0.27	0.44	0.47
Weighted average number of common shares used in computing earnings per common share attributable to Genpact Limited common shareholders					
Basic		223,182,251	229,237,503	222,996,243	228,232,364
Diluted		227,880,427	235,329,303	227,676,670	234,475,027

See accompanying notes to the Consolidated Financial Statements.

**GENPACT LIMITED AND ITS SUBSIDIARIES**  
**Consolidated Statements of Comprehensive Income (Loss)**  
**(Unaudited)**  
**(In thousands)**

	Three months ended June 30,				Six months ended June 30,			
	2012		2013		2012		2013	
	Genpact Limited Shareholders	Noncontrolling interest	Genpact Limited Shareholders	Noncontrolling interest	Genpact Limited Shareholders	Noncontrolling interest	Genpact Limited Shareholders	Noncontrolling interest
Net Income	61,100	1,699	63,876	1,586	99,640	3,415	110,613	3,101
Other comprehensive income:								
Currency translation adjustments	(108,619)	(136)	(93,571)	47	(65,464)	(99)	(91,738)	34
Net income (loss) on cash flow hedging derivatives, net of taxes (Note 7)	(77,768)	—	(48,978)	—	(33,241)	—	(29,448)	—
Other comprehensive income (loss)	(186,387)	(136)	(142,549)	47	(98,705)	(99)	(121,186)	34
Comprehensive income (loss)	(125,287)	1,563	(78,673)	1,633	935	3,316	(10,573)	3,135

See accompanying notes to the Consolidated Financial Statements.

**GENPACT LIMITED AND ITS SUBSIDIARIES**  
**Consolidated Statements of Equity**  
**(Unaudited)**  
**(In thousands, except share count)**

	Genpact Limited Shareholders						Non controlling interest	Total Equity
	Common shares		Additional Paid-in Capital	Retained Earnings	Accumulated Other Comprehensive Income (loss)			
	No. of Shares	Amount						
<b>Balance as of January 1, 2012</b>	<b>222,347,968</b>	<b>\$ 2,222</b>	<b>\$1,146,203</b>	<b>\$605,386</b>	<b>\$ (320,753)</b>	<b>\$ 2,625</b>	<b>\$1,435,683</b>	
Issuance of common shares on exercise of options (Note 11)	375,088	4	3,146	—	—	—	3,150	
Issuance of common shares under the employee stock purchase plan (Note 11)	44,916	—	638	—	—	—	638	
Net settlement on vesting of restricted share units (Note 11)	229,100	2	(1,411)	—	—	—	(1,409)	
Distribution to noncontrolling interest	—	—	—	—	—	(2,762)	(2,762)	
Stock-based compensation expense (Note 11)	—	—	17,243	—	—	—	17,243	
Comprehensive income:								
Net income	—	—	—	99,640	—	3,415	103,055	
Other comprehensive income	—	—	—	—	(98,705)	(99)	(98,804)	
<b>Balance as of June 30, 2012</b>	<b>222,997,072</b>	<b>\$ 2,228</b>	<b>\$1,165,819</b>	<b>\$705,026</b>	<b>\$ (419,458)</b>	<b>\$ 3,179</b>	<b>\$1,456,794</b>	

See accompanying notes to the Consolidated Financial Statements

**GENPACT LIMITED AND ITS SUBSIDIARIES**  
**Consolidated Statements of Equity**  
**(Unaudited)**  
**(In thousands, except share count)**

	Genpact Limited Shareholders						Non controlling interest	Total Equity
	Common shares		Additional Paid- in Capital	Retained Earnings	Accumulated Other Comprehensive Income (loss)			
	No. of Shares	Amount						
<b>Balance as of January 1, 2013</b>	<b>225,480,172</b>	<b>\$ 2,253</b>	<b>\$1,202,448</b>	<b>\$281,982</b>	<b>\$ (318,272)</b>	<b>\$ 3,370</b>	<b>\$1,171,781</b>	
Issuance of common shares on exercise of options (Note 11)	3,184,358	32	26,548	—	—	—	26,580	
Issuance of common shares under the employee stock purchase plan (Note 11)	53,671	1	897	—	—	—	898	
Net settlement on vesting of restricted share units (Note 11)	299,441	3	(5,129)	—	—	—	(5,126)	
Net settlement on vesting of performance units (Note 11)	496,112	5	(2,400)	—	—	—	(2,395)	
Disposition of noncontrolling interest	—	—	—	—	—	(1,055)	(1,055)	
Distribution to noncontrolling interest	—	—	—	—	—	(3,242)	(3,242)	
Stock-based compensation expense (Note 11)	—	—	16,619	—	—	—	16,619	
Comprehensive income:								
Net income	—	—	—	110,613	—	3,101	113,714	
Other comprehensive income	—	—	—	—	(121,186)	34	(121,152)	
<b>Balance as of June 30, 2013</b>	<b>229,513,754</b>	<b>\$ 2,294</b>	<b>\$1,238,983</b>	<b>\$392,595</b>	<b>\$ (439,458)</b>	<b>\$ 2,208</b>	<b>\$1,196,622</b>	

See accompanying notes to the Consolidated Financial Statements



**GENPACT LIMITED AND ITS SUBSIDIARIES**  
**Consolidated Statements of Cash Flows**  
(Unaudited)  
(In thousands)

	<u>Six months ended June 30,</u>	
	<u>2012</u>	<u>2013</u>
<b>Operating activities</b>		
Net income attributable to Genpact Limited shareholders	\$ 99,640	\$ 110,613
Net income attributable to noncontrolling interest	3,415	3,101
<b>Net income</b>	<b>\$103,055</b>	<b>\$ 113,714</b>
<i>Adjustments to reconcile net income to net cash provided by (used for) operating activities:</i>		
Depreciation and amortization	28,145	27,318
Amortization of debt issue costs (including loss on extinguishment of debt)	1,307	4,392
Amortization of acquired intangible assets	11,118	11,736
Reserve for doubtful receivables	(151)	5,070
Reserve for mortgage loans	107	—
Unrealized (gain) loss on revaluation of foreign currency asset/liability	(18,962)	(14,067)
Equity-method investment activity, net	26	(107)
Stock-based compensation expense	17,243	16,619
Deferred income taxes	(8,728)	1,589
Others, net	90	6,087
<i>Change in operating assets and liabilities:</i>		
Increase in accounts receivable	(16,791)	(25,492)
Increase in other assets	(36,308)	(25,385)
Decrease in accounts payable	(5,076)	(3,060)
Decrease in accrued expenses and other current liabilities	(1,321)	(33,809)
Increase in income taxes payable	30,611	18,826
Increase in other liabilities	27,707	4,244
<b>Net cash provided by operating activities</b>	<b>\$132,072</b>	<b>\$ 107,675</b>
<b>Investing activities</b>		
Purchase of property, plant and equipment	(41,602)	(25,635)
Proceeds from sale of property, plant and equipment	283	283
Investment in affiliates	(205)	—
Short term deposits placed	(26,493)	(36,769)
Redemption of short term deposits	20,410	36,769
Payment for business acquisitions, net of cash acquired	(36,927)	(46,134)
Proceeds from divestiture of business, net of cash divested (refer note 3C(a))	—	(1,049)
<b>Net cash used for investing activities</b>	<b>\$ (84,534)</b>	<b>\$ (72,535)</b>
<b>Financing activities</b>		
Repayment of capital lease obligations	(1,162)	(874)
Proceeds from long-term debt	—	121,410
Repayment of long-term debt	(15,000)	(119,723)
Proceeds from Short-term borrowings	—	35,000
Repayment of Short-term borrowings	(1,000)	—
Proceeds from issuance of common shares under stock based compensation plans	3,788	27,478
Payment for net settlement of stock based awards	(1,409)	(7,521)
Payment of earn-out consideration	—	(2,993)
Cost incurred in relation to debt amendment and refinancing	—	(7,908)
Distribution to noncontrolling interest	(2,762)	(3,242)
<b>Net cash provided by (used for) financing activities</b>	<b>\$ (17,545)</b>	<b>\$ 41,627</b>
Effect of exchange rate changes	(1,703)	(16,868)
Net increase in cash and cash equivalents	29,993	76,767
Cash and cash equivalents at the beginning of the period	408,020	459,228
<b>Cash and cash equivalents at the end of the period</b>	<b>\$436,310</b>	<b>\$ 519,127</b>
<b>Supplementary information</b>		
Cash paid during the period for interest	\$ 4,212	\$ 18,474
Cash paid during the period for income taxes	\$ 40,266	\$ 38,909
Property, plant and equipment acquired under capital lease obligation	\$ 1,178	\$ 1,385

See accompanying notes to the Consolidated Financial Statements.

**GENPACT LIMITED AND ITS SUBSIDIARIES**  
**Notes to the Consolidated Financial Statements**  
**(Unaudited)**  
**(In thousands, except per share data and share count)**

**1. Organization**

*Nature of Operations*

The Company is a global leader in business process management and technology services, leveraging the power of smarter processes, smarter analytics and smarter technology to help its clients drive intelligence across the enterprise. The Company believes that its Smart Enterprise Processes (SEP<sup>SM</sup>) framework, its unique science of process combined with deep domain expertise in multiple industry verticals, leads to superior business outcomes. The Company's Smart Decision Services deliver valuable business insights to its clients through targeted analytics, re-engineering expertise, and advanced risk management. Making technology more intelligent by embedding it with process and data insights, the Company also offers a wide range of technology services. Driven by a passion for process innovation and operational excellence built on its Lean and Six Sigma DNA and the legacy of serving GE for more than 15 years, its 60,000+ professionals around the globe deliver services to more than 700 clients from a network of 68 delivery centers across 18 countries supporting more than 30 languages.

Prior to December 30, 2004, the business of the Company was conducted through various entities and divisions of the General Electric Company ("GE"). On December 30, 2004, in a series of transactions referred to as the "2004 Reorganization", GE transferred such operations to the Company. In August 2007, the Company completed an initial public offering of its common shares, pursuant to which the Company and certain of its existing shareholders each sold 17,647,059 common shares. On March 24, 2010, the Company completed a secondary offering of its common shares pursuant to which GE's shareholding in the Company decreased to 9.1% and it ceased to be a significant shareholder, although it continued to be a related party. During the year ended December 31, 2012, GE's shareholding subsequently declined to less than 5.0%, as a result of which GE is no longer considered a related party.

On December 14, 2012, a secondary offering of the Company's common shares by General Atlantic ("GA") and Oak Hill Capital Partners ("OH") was completed. Upon the completion of the secondary offering, GA and OH each owned approximately 2.4% of the Company's common shares outstanding, and they ceased to be significant shareholders and related parties.

**2012 Recapitalization**

On August 1, 2012, the Company announced that Glory Investments A Limited, formerly known as South Asia Private Investments and an affiliate of Bain Capital Investors, LLC ("Bain Capital") had entered into an agreement to purchase approximately 67,750,678 common shares of the Company from affiliates of GA and OH for \$14.76 per share, or approximately \$1,000,000, after payment by the Company of a special cash dividend of \$2.24 per share. The special cash dividend was declared by the Company's board of directors on August 30, 2012, and paid on September 24, 2012 to holders of record as of September 10, 2012. On October 25, 2012, Bain Capital and its affiliated assignees completed the purchase of 57,537,264 common shares of the Company. As permitted under the share purchase agreement, two additional co-investors (RGIP, LLC, an investor in certain investment funds which are affiliated with Bain Capital, and Twickenham Investment Private Limited, an affiliate of the Government of Singapore Investment Corporation Private Limited) purchased the remaining 50,812 shares and 10,162,602 shares of the Company, respectively, covered by the share purchase agreement.

On August 30, 2012, the Company terminated its existing credit facility of \$380,000 and entered into a new credit facility of \$925,000, to repay the previous existing credit facility, fund a portion of the special cash dividend, pay fees and expenses in connection with the foregoing and to provide for general corporate purposes of the Company, including working capital requirements. Net proceeds from the credit facility along with cash on hand were partially used to fund the dividend payment of \$2.24 per share, or \$501,620 in the aggregate, which was paid on all issued and outstanding common shares. In accordance with the terms of the Company's stock-based compensation plans, in order to preserve the value of stock-based awards outstanding as of the record date, the Company reduced the exercise price per share of each outstanding stock option award and increased the number of shares in relation to all outstanding stock-based awards as of the record date of the special cash dividend. This transaction, together with other related transactions, is referred to as the "2012 Recapitalization". In June 2013, the Company amended its credit facility with the consortium of financial institutions as explained in Note 14.

The Company incurred expenses of approximately \$23,464 for the 2012 Recapitalization excluding the fees associated with the previous existing credit facility and the new credit facility. Out of the total expenses of \$23,464, \$6,237 was incurred and recorded as a part of "selling, general and administrative expenses" in the Consolidated Statements of Income for the year ended December 31, 2012. The balance of the total expenses of approximately \$17,227 relating to the share purchase transaction were incurred and accrued as of December 31, 2012 and reported as a part of "other income (expense), net" in the Consolidated Statements of Income for the year ended December 31, 2012. GA and OH, collectively, reimbursed \$17,000 of the \$17,227 to the Company on October 25, 2012 at the closing of the share purchase transaction in accordance with the letter agreement among the Company, GA and OH. This reimbursement was recorded as a part of "other income (expense), net" in the Consolidated Statements of Income for the year ended December 31, 2012.

**GENPACT LIMITED AND ITS SUBSIDIARIES**  
**Notes to the Consolidated Financial Statements**  
**(Unaudited)**  
**(In thousands, except per share data and share count)**

**2. Summary of significant accounting policies**

*(a) Basis of preparation and principles of consolidation*

The unaudited interim consolidated financial statements have been prepared in accordance with U.S. generally accepted accounting principles (U.S. GAAP) for interim financial information and the rules and regulations of the Securities and Exchange Commission for reporting on Form 10-Q. Accordingly, they do not include certain information and footnote disclosures required by generally accepted accounting principles for annual financial reporting and should be read in conjunction with the consolidated financial statements included in the Company's Annual Report on Form 10-K for the year ended December 31, 2012.

The unaudited interim consolidated financial statements reflect all adjustments that management considers necessary for a fair presentation of the results of operations for these periods. The results of operations for the interim periods are not necessarily indicative of the results for the full year.

The accompanying unaudited interim consolidated financial statements have been prepared on a consolidated basis and reflect the financial statements of Genpact Limited and all of its subsidiaries that are more than 50% owned and controlled. When the Company does not have a controlling interest in an entity, but exerts a significant influence on the entity, the Company applies the equity method of accounting. All inter-company transactions and balances are eliminated in consolidation.

The noncontrolling interest disclosed in the accompanying unaudited interim consolidated financial statements represents the noncontrolling partners' interest in the operation of Genpact Netherlands B.V. and the noncontrolling shareholders' interest in the operation of Hello Communications (Shanghai) Co., Ltd. and the profits or losses associated with the noncontrolling interest in those operations. The noncontrolling partners of Genpact Netherlands B.V. are individually liable for the tax obligations on their shares of profit as it is a partnership and, accordingly, noncontrolling interest relating to Genpact Netherlands B.V. has been computed prior to tax and disclosed accordingly in the unaudited interim Consolidated Statements of Income.

*(b) Use of estimates*

The preparation of consolidated financial statements in accordance with U.S. GAAP requires management to make estimates and assumptions that affect the amounts reported in the consolidated financial statements. Significant items subject to such estimates and assumptions include the useful lives of property, plant and equipment, the carrying amount of property, plant and equipment, intangibles and goodwill, the reserve for doubtful receivables, the valuation allowance for deferred tax assets, the valuation of derivative financial instruments, the measurements of stock-based compensation, assets and obligations related to employee benefits, income tax uncertainties and other contingencies. Management believes that the estimates used in the preparation of the consolidated financial statements are reasonable. Although these estimates are based upon management's knowledge of current events and actions, actual results could differ from these estimates. Any changes in estimates are adjusted prospectively in the consolidated financial statements.

*(c) Business combinations, goodwill and other intangible assets*

The Company accounts for its business combinations by recognizing the identifiable tangible and intangible assets acquired and liabilities assumed, and any noncontrolling interest in the acquired business, measured at their acquisition date fair values. Contingent consideration is included within the acquisition cost and is recognized at its fair value on the acquisition date. A liability resulting from contingent consideration is remeasured to fair value at each reporting date until the contingency is resolved. Changes in fair value are recognized in earnings. All assets and liabilities of the acquired businesses, including goodwill, are assigned to reporting units. Acquisition related costs are expensed as incurred under Selling, General and Administrative Expenses.

**GENPACT LIMITED AND ITS SUBSIDIARIES**  
**Notes to the Consolidated Financial Statements**  
**(Unaudited)**  
**(In thousands, except per share data and share count)**

## 2. Summary of significant accounting policies (Continued)

Goodwill represents the cost of acquired businesses in excess of the fair value of identifiable tangible and intangible net assets purchased. Goodwill is not amortized but is tested for impairment at least on an annual basis on December 31, based on a number of factors including operating results, business plans and future cash flows. The Company performs an assessment of qualitative factors to determine whether the existence of events or circumstances leads to a determination that it is more likely than not that the fair value of a reporting unit is less than its carrying amount. Based on the assessment of events or circumstances, the Company performs the quantitative assessment of goodwill impairment if it determines that it is more likely than not that the fair value of a reporting unit is less than its carrying amount. If based on the quantitative impairment analysis the carrying value of the goodwill of the reporting unit exceeds the fair value of that goodwill, an impairment loss is recognized in an amount equal to the excess. In addition, the Company shall perform the qualitative assessment of Goodwill impairment between annual tests if an event occurs or circumstances change that would more likely than not reduce the fair value of the reporting unit below its carrying amount. See note 9 for information and related disclosures.

Intangible assets acquired individually or with a group of other assets or in a business combination are carried at cost less accumulated amortization based on their estimated useful lives as follows:

Customer-related intangible assets	1 – 14 years
Marketing-related intangible assets	1 – 10 years
Contract-related intangible assets	1 year
Other intangible assets	3 – 9 years

Intangible assets are amortized over their estimated useful lives using a method of amortization that reflects the pattern in which the economic benefits of the intangible assets are consumed or otherwise realized.

In business combinations, where the fair value of identifiable tangible and intangible net assets purchased exceeds the cost of the acquired business, the Company recognizes the resulting gain under 'Other operating (income) expense, net' in the Consolidated Statements of Income.

### *(d) Financial instruments and concentration of credit risk*

Financial instruments that potentially subject the Company to concentration of credit risk are reflected principally in cash and cash equivalents, short term deposits, derivative financial instruments and accounts receivable. The Company places its cash and cash equivalents and derivative financial instruments with corporations and banks with high investment grade ratings, limits the amount of credit exposure with any one corporation or bank and conducts ongoing evaluations of the credit worthiness of the corporations and banks with which it does business. To reduce its credit risk on accounts receivable, the Company conducts ongoing credit evaluations of customers. GE accounted for 30% and 26% of receivables as of December 31, 2012 and June 30, 2013, respectively. GE accounted for 27% and 23% of revenues for the six months and three months ended June 30, 2012 and 2013, respectively.

### *(e) Recently adopted accounting pronouncements*

The authoritative bodies release standards and guidance which are assessed by management for impact on the Company's consolidated financial statements.

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**2. Summary of significant accounting policies (Continued)**

The following recently released accounting standard has been adopted by the Company and certain disclosures in the consolidated financial statements and notes to the consolidated financial statements have been modified accordingly. Adoption of this standard did not have a material impact on the consolidated results of operations, cash flows, financial position or disclosures:

- Effective January 1, 2013, the Company adopted FASB ASU 2013-02, Comprehensive Income (Topic 220): Reporting of Amounts Reclassified Out of Accumulated Other Comprehensive Income (“ASU 2013-02”). ASU 2013-02 amended existing guidance by requiring additional disclosure either on the face of the income statement or in the notes to the financial statements of significant amounts reclassified out of accumulated other comprehensive income. ASU 2013-02 requires prospective adoption and affects financial statement disclosure only.

*(f) Reclassification*

Certain reclassifications have been made in the consolidated financial statements of prior periods to conform to the classification used in the current period.

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**3. Business acquisitions and divestitures****A. Acquisitions****(a) NGEN Media Services Private Limited**

On March 28, 2013, the Company acquired the remaining 50% of the outstanding equity interest in NGEN Media Services Private Limited, a private limited company organized under the laws of India (“NGEN”), and thereby increased its interest from 50% to 100%, providing the Company control over NGEN as a wholly owned subsidiary. NGEN is engaged in the business of media services outsourcing.

The Company acquired the remaining 50% equity interest for cash consideration of \$158. There are no contingent consideration arrangements in connection with the acquisition. The Company previously accounted for its 50% interest in NGEN as an equity method investment. The Company re-measured this equity interest to fair value at the acquisition date and recognized a loss of \$5 in the Consolidated Statements of Income under “equity-method investment activity, net”.

The following table summarizes the consideration to acquire NGEN and the amounts of identified assets acquired and liabilities assumed at the acquisition date, as well as the fair value of the Company’s existing investment in NGEN at the acquisition date:

Cash consideration	\$ 158
Acquisition date fair value of the Company’s investment in NGEN held before the business combination	158
<b>Total</b>	<b>\$ 316</b>
Recognized amounts of identifiable assets acquired and liabilities assumed	
Cash and cash equivalents	\$ 432
Current assets	402
Tangible fixed assets	27
Other non-current assets	89
Current liabilities	(337)
Other liabilities	(274)
<b>Total identifiable net assets acquired</b>	<b>\$ 339</b>
Gain recognized on acquisition	(23)
<b>Total</b>	<b>\$ 316</b>

**(b) Jawood Business Process Solutions, LLC and Felix Software Solutions Private Limited**

On February 6, 2013, the Company completed its acquisition of 100% of the outstanding membership interest in Jawood Business Process Solutions, LLC, a Michigan limited liability company (“Jawood”) for cash consideration of \$51,000, subject to adjustment based on closing date net working capital, indebtedness and cash and cash equivalents. There are no contingent consideration arrangements in connection with the acquisition of Jawood.

The transaction also included acquisition of 100% of the outstanding shares of Felix Software Solutions Private Limited, a company organized under the laws of India (“Felix”), for cash consideration of \$2,295, subject to adjustment based on closing date net working capital. There are no contingent consideration arrangements in connection with the acquisition of Felix.

Jawood and Felix (collectively referred to as the “Jawood business”) are, respectively, US and India based providers of business consulting and information technology services to the healthcare payer industry. Felix is a key sub-contractor to Jawood. This transaction strengthens the Company’s solutions and services offerings in the healthcare payer market.

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**3. Business acquisitions (Continued)**

Pursuant to the terms of the acquisition agreements with the respective sellers, the preliminary estimated purchase consideration for the Jawood business is comprised of the following:

Base purchase price	\$53,295
Estimated closing date net working capital adjustment	(2,663)
Estimated closing date indebtedness adjustment	(2,146)
Estimated closing date cash adjustment	1,179
Estimated seller expenses	(1,379)
<b>Total preliminary estimated purchase price</b>	<b>\$48,286</b>

The acquisition of the Jawood business has been accounted for under the acquisition method of accounting in accordance with ASC 805, Business Combinations. The assets and liabilities of the Jawood business are recorded at fair value at the date of acquisition. The following table summarizes the allocation of the preliminary estimated purchase price based on the fair value of the assets acquired and the liabilities assumed at the date of acquisition:

Preliminary estimated purchase price	\$48,286
Acquisition related costs included in selling, general and administrative expenses	310
Recognized amounts of identifiable assets acquired and liabilities assumed	
Cash and cash equivalents	\$ 1,364
Current assets	6,477
Tangible fixed assets	704
Intangible assets	11,200
Other non-current assets	548
Current liabilities	(7,866)
Long term liabilities	(56)
<b>Total identifiable net assets acquired</b>	<b>\$12,371</b>
Goodwill	35,915
<b>Total</b>	<b>\$48,286</b>

As of the date of these financial statements, the purchase consideration is pending final adjustment for closing date net working capital, indebtedness and cash in accordance with the terms of the acquisition agreement and may result in a corresponding adjustment to goodwill during the measurement period. The measurement period will not exceed one year from the acquisition date. The total amount paid by the Company to acquire the Jawood business, net of cash acquired of \$1,364, a holdback amount of \$2,000 pursuant to the acquisition agreement, and seller expenses amounting to \$1,379, is \$46,301.

Goodwill representing the excess of the preliminary estimated purchase price over the net assets acquired is deductible for tax purposes to the extent of \$33,830, and has been allocated to the India reporting unit. The amortizable intangible assets are being amortized over their estimated useful lives using a method of amortization that reflects the expected pattern in which the economic benefits of the intangible assets will be consumed or otherwise realized. The value and estimated useful lives of the intangible assets are as follows:

	Value	Estimated useful life
Customer related intangible assets	\$10,200	1 – 7 years
Marketing related intangible assets	1,000	1 – 5 years

The weighted average amortization period in respect of the acquired intangible assets is 6 years.

The results of operations of the Jawood business and the fair value of the assets and liabilities are included in the Company's Consolidated Financial Statements with effect from February 6, 2013, the date of acquisition.

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### 3. Business acquisitions (Continued)

#### (c) *Atyati Technologies Private Limited*

On September 4, 2012, the Company acquired 100% of the outstanding common and preferred stock of Atyati Technologies Private Limited, an Indian private limited company (“Atyati”), a cloud-hosted technology platform provider for the rural banking sector in India. This acquisition gives the Company a platform-based banking solution for the rural and semi-rural consumer market.

The Company acquired Atyati for an initial cash consideration of \$19,368 subject to adjustment based on the closing date final working capital amount. The acquisition agreement also provided for additional deferred consideration which had a discounted value of \$2,539 and earn-out consideration (ranging from \$0 to \$14,372 based on gross profit for the year ending March 31, 2014) which had an estimated fair value of \$1,487.

As of the date of these financial statements, the purchase consideration for the acquisition is pending adjustment for the final working capital amount and may result in a corresponding adjustment to goodwill during the measurement period. The measurement period will not exceed one year from the acquisition date. Pursuant to the terms of the acquisition agreement with the sellers, the preliminary estimated purchase consideration is comprised of the following:

Cash consideration	\$19,368
Acquisition date discounted value of deferred consideration	2,539
Acquisition date fair value of earn-out consideration	1,487
Estimated working capital adjustment	—
<b>Total preliminary estimated purchase price</b>	<b>\$23,394</b>

During the period ended June 30, 2013, the Company recorded a measurement period adjustment which resulted in a decrease in the deferred tax asset of \$827, an increase in other non-current assets of \$194 and an increase in goodwill of \$633. The measurement period adjustments did not have a significant impact on our consolidated statements of income, balance sheets or cash flows in any period and, thus, were recorded in the consolidated balance sheet as of June 30, 2013.

The acquisition has been accounted for under the acquisition method of accounting in accordance with ASC 805, Business Combinations. The assets and liabilities of Atyati were recorded at fair value at the date of acquisition. The following table summarizes the preliminary allocation of the preliminary estimated purchase price based on the fair value of the assets acquired and the liabilities assumed at the date of acquisition:

<b>Preliminary estimated purchase price</b>	<b>\$23,394</b>
Acquisition related costs included in selling, general and administrative expenses	164
<b>Recognized amounts of identifiable assets acquired and liabilities assumed</b>	
Cash and cash equivalents	\$ 2,000
Current assets	5,265
Tangible fixed assets	426
Intangible assets	8,767
Deferred tax asset/ (liability), net	(2,557)
Other non-current assets	369
Current liabilities	(3,424)
Short term borrowings	(654)
Other liabilities	(737)
<b>Total identifiable net assets acquired</b>	<b>\$ 9,455</b>
Goodwill	13,939
<b>Total</b>	<b>\$23,394</b>

Goodwill recorded in connection with the Atyati acquisition amounted to \$13,939, representing the excess of the preliminary estimated purchase price over the net assets (including deferred taxes) acquired, has been allocated to the India reporting unit and is not deductible for tax purposes. The amortizable intangible assets are being amortized over their estimated useful lives using a method of amortization that reflects the pattern in which the economic benefits of the intangible assets are consumed or otherwise realized.



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**3. Business acquisitions (Continued)**

The value and estimated useful lives of the intangibles are as follows:

	Value	Estimated useful life
Customer related intangibles	\$5,408	4 – 9 years
Other intangibles	3,359	7 years

The weighted average amortization period in respect of the acquired intangible assets is 7 years. The results of operations of Atyati and the fair value of its assets and liabilities are included in the Company's Consolidated Financial Statements with effect from September 4, 2012, the date of acquisition.

**(d) Triumph Engineering, Corp. and Triumph On-Demand, Inc.**

On August 17, 2012, the Company acquired 100% of the outstanding equity interest in Triumph Engineering, Corp. and Triumph On-Demand Inc., both Ohio corporations (collectively the "Triumph Companies"). The Triumph Companies are U.S. based Providers of engineering services to the aviation, energy, and oil and gas industries. This acquisition provides the Company with capabilities in the engineering services space.

The Company acquired the Triumph Companies for initial cash consideration of \$3,600, subject to adjustment based on working capital and closing indebtedness. The acquisition agreement provided for additional deferred consideration which had a discounted value of \$379, and earn-out consideration (ranging from \$0 to \$4,500 based on gross profit for the years ending December 31, 2013 and 2014) which had an estimated fair value of \$3,256.

Pursuant to the terms of the acquisition agreement with the seller, the purchase consideration is comprised of the following:

Cash consideration	\$3,600
Acquisition date fair value of deferred consideration	379
Acquisition date fair value of earn-out consideration	3,256
Working capital adjustment	(848)
Closing indebtedness adjustment	(941)
<b>Total purchase price</b>	<b>\$5,446</b>

During the period ended June 30, 2013, the Company recorded a measurement period adjustment which resulted in a decrease in the purchase consideration of \$13 with a corresponding change to goodwill.

The acquisition has been accounted for under the acquisition method of accounting in accordance with ASC 805, Business Combinations. The assets and liabilities of the Triumph Companies were recorded at fair value at the date of acquisition. The following table summarizes the allocation of the purchase price based on the fair value of the assets acquired and the liabilities assumed at the date of acquisition:

<b>Purchase price</b>	<b>\$5,446</b>
Acquisition related costs included in selling, general and administrative expenses	134
<b>Recognized amounts of identifiable assets acquired and liabilities assumed</b>	
Cash and cash equivalents	\$ 312
Current assets	1,708
Tangible fixed assets	175
Intangible assets	382
Deferred tax asset/ (liability), net	(565)
Current liabilities	(720)
Short term borrowing	(350)
<b>Total identifiable net assets acquired</b>	<b>\$ 942</b>
Goodwill	4,504
<b>Total</b>	<b>\$5,446</b>

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**3. Business acquisitions (Continued)**

Goodwill recorded in connection with the acquisition of the Triumph Companies amounted to \$4,504, representing the excess of the purchase price over the net assets (including deferred taxes) acquired, has been allocated to the India reporting unit and is not deductible for tax purposes. The amortizable intangible assets are being amortized over their estimated useful lives using a method of amortization that reflects the pattern in which the economic benefits of the intangible assets are consumed or otherwise realized. The value and estimated useful lives of the intangibles are as follows:

	Value	Estimated useful life
Customer related intangibles	\$382	1 to 10 years

The weighted average amortization period in respect of the acquired intangible assets is 8 years. The results of operations of the Triumph Companies and the fair value of the assets and liabilities are included in the Company's Consolidated Financial Statements with effect from August 17, 2012, the date of acquisition.

**(e) Accounting Plaza B.V.**

On April 25, 2012, the Company acquired 100% of the outstanding equity interest in Accounting Plaza B.V., a private limited liability company organized under the laws of the Netherlands ("Accounting Plaza"). Accounting Plaza is a provider of finance and accounting, human resources and PeopleSoft ERP services. This acquisition strengthens the Company's domain expertise in the retail industry and significantly expands its presence in Europe.

The Company acquired Accounting Plaza for cash consideration of \$38,698 subject to adjustments based on transfer of pension funds, underfunding in pension funds, and sellers warranty breaches including certain other transactions and transaction costs. There are no contingent consideration arrangements in connection with the acquisition.

Pursuant to the terms of the acquisition agreement with the sellers, the purchase consideration is comprised of the following:

Initial consideration	\$38,698
Adjustment for transfer of pension funds	—
Adjustment for underfunding in pension funds	—
Adjustment for sellers warranty breaches and certain other transactions	—
Adjustment for transaction costs	—
<b>Purchase consideration</b>	<b>\$38,698</b>

The acquisition has been accounted for under the acquisition method of accounting in accordance with ASC 805, Business Combinations. The assets and liabilities of Accounting Plaza were recorded at fair value as of the date of acquisition. The following table summarizes the allocation of the purchase consideration based on the fair value of the assets acquired and the liabilities assumed as of the date of acquisition:

<b>Purchase consideration</b>	<b>\$38,698</b>
Acquisition related costs included in selling, general and administrative expenses	434
<b>Recognized amounts of identifiable assets acquired and liabilities assumed</b>	
Cash and cash equivalents	\$ 1,664
Current assets	11,327
Tangible fixed assets	2,010
Intangible assets	13,138
Deferred tax asset/ (liability), net	(2,711)
Other non-current assets	971
Current liabilities	(9,062)
Other liabilities	(4,188)
<b>Total identifiable net assets acquired</b>	<b>\$13,149</b>
Goodwill	25,549
<b>Total</b>	<b>\$38,698</b>

**GENPACT LIMITED AND ITS SUBSIDIARIES**  
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### 3. Business acquisitions (Continued)

The fair value of the current assets acquired included trade receivables with a fair value of \$9,744. The gross amount due was \$9,917, of which \$173 was expected to be uncollectable.

During the period ended March 31, 2013, the Company recorded a measurement period adjustment which resulted in an increase in the purchase consideration by \$107 with a corresponding increase in goodwill. The measurement period adjustments did not have a significant impact on our consolidated statements of income, balance sheets or cash flows in any period and, thus, were recorded in the consolidated balance sheet as of March 31, 2013.

Goodwill representing the excess of the purchase price over the fair value of the net assets (including deferred taxes) acquired is not deductible for tax purposes and has been allocated to the Europe reporting unit.

The amortizable intangible assets acquired are being amortized over their estimated useful lives using a method of amortization that reflects the pattern in which the economic benefits of the intangible assets are consumed or otherwise realized. The value and estimated useful life of the intangible asset is as follows:

	Value	Estimated useful life
Customer related intangible	\$13,138	3 – 10 years

The weighted average amortization period in respect of the acquired intangible assets is 7 years. The results of operations of Accounting Plaza and the fair value of the assets and liabilities are included in the Company's Consolidated Financial Statements with effect from April 25, 2012, the date of acquisition.

#### B. Earn-out consideration and deferred consideration

The Company acquired Akritiv Technologies, Inc. ("Akritiv"), High Performance Partners, LLC ("HPP"), Empower Research, LLC ("Empower"), Atyati and the Triumph Companies on March 14, 2011, August 24, 2011, October 3, 2011, September 4, 2012 and August 17, 2012, respectively. The terms of the acquisition agreements for these business acquisitions provided for payment of additional earn-out consideration if certain future events or conditions are met. These earn-outs were recorded as liabilities based on their fair values as of the acquisition dates. The Company evaluates the fair value of earn-out consideration for the respective acquisitions for changes at each reporting period. As of June 30, 2013, the Company re-measured the fair value of such earn-out consideration with corresponding changes in the Consolidated Statements of Income as follows:

Decrease in fair value of earn-out consideration for Empower	\$ (145)
Decrease in fair value of earn-out consideration for Triumph Companies	(1,409)
Decrease in fair value of earn-out consideration for Atyati	(717)
	<b>\$(2,271)</b>

Further, during the period ended June 30, 2013, the Company paid earn-out consideration of \$85, \$3,274 and \$565 for HPP, Akritiv and Empower, respectively due to the fulfillment of certain earn-out conditions set forth in the acquisition agreements. Additionally, during the period ended June 30, 2013, the Company also paid deferred consideration of \$617 to the Empower sellers pursuant to the terms of the acquisition agreement.

#### C. Divestitures

##### (a) Hello Communications (Shanghai) Co., Ltd.

On February 22, 2013, the Company completed the divestiture of Hello Communications (Shanghai) Co. Ltd., a subsidiary engaged in the business of providing offshore tele-sales and other voice-based support services to telecom carriers and IT/telecom equipment manufacturers in Asia for cash consideration of \$998 resulting in loss of \$447. The expected loss on sale was recorded within other income (expense), net in the Consolidated Statements of Income for the year ended December 31, 2012 and was not materially different from the actual realized loss. The balance of cash and cash equivalents of Hello Communications (Shanghai) Co., Ltd. on the date of sale was \$2,047, resulting in a net cash outflow of \$1,049. The results of operations of Hello Communications (Shanghai) Co., Ltd. are not material to the Company's results of operations or financial condition and, therefore, are not reflected as discontinued operations for the periods presented.

**(b) Clearbizz B.V.**

During the period ended June 30, 2013, the Company decided to divest or discontinue Clearbizz, B.V., a subsidiary engaged in the business of providing electronic invoicing services in the Netherlands. An amount of \$1,325 has been reserved within other income (expense), net in the Consolidated Statements of Income representing the estimated loss on the said transaction. The results of operations of Clearbizz B.V. are not material to the Company's results of operations or financial condition and, therefore, are not reflected as discontinued operations for the periods presented.

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**3. Business acquisitions (Continued)****(c) Gantthead.com, Inc.**

During the period ended June 30, 2013, the Company decided to divest or discontinue Gantthead.com, Inc., a subsidiary engaged in the business of operating an online technology portal for project management. An amount of \$2,336 has been reserved within other income (expense), net in the Consolidated Statements of Income representing estimated loss on the expected divestiture of Gantthead.com, Inc.. The results of operations of Gantthead.com, Inc. are not material to the Company's results of operations or financial condition and, therefore, are not reflected as discontinued operations for the periods presented.

**4. Cash and cash equivalents**

Cash and cash equivalents as of December 31, 2012 and June 30, 2013 comprise:

	As of December 31, 2012	As of June 30, 2013
Deposits with banks	\$ 283,660	\$ 332,642
Other cash and bank balances	175,568	186,485
<b>Total</b>	<b>\$ 459,228</b>	<b>\$ 519,127</b>

The cash and cash equivalents as of December 31, 2012 and June 30, 2013 include restricted cash balances of \$628 and \$826, respectively. Restrictions primarily consist of margin balances against bank guarantees and deposits for foreign currency advances on which the bank has created a lien.

**5. Accounts receivable, net of reserve for doubtful receivables**

The following table provides details of the reserve for doubtful receivables as recorded by the Company:

	As of December 31, 2012	As of June 30, 2013
Opening balance as at January 1	\$ 8,704	\$ 9,073
Additions due to acquisitions	184	—
Additions charged to cost and expense	3,878	5,070
Deductions	(3,693)	(1,949)
<b>Closing balance</b>	<b>\$ 9,073</b>	<b>\$ 12,194</b>

Accounts receivable were \$461,062 and \$486,959 and the reserves for doubtful receivables were \$9,073 and \$12,194, resulting in net accounts receivable balances of \$451,989 and \$474,765 as of December 31, 2012 and June 30, 2013, respectively. In addition, accounts receivable due after one year of \$19,140 and \$19,180 as of December 31, 2012 and June 30, 2013, respectively are included under other assets in the Consolidated Balance Sheets.

Accounts receivable from related parties were \$64 and \$63, and the reserve for doubtful receivables were \$35 and \$0, resulting in net accounts receivable balances of \$29 and \$63, as of December 31, 2012 and June 30 2013, respectively.

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**6. Fair Value Measurements**

The Company measures certain financial assets and liabilities, including derivative instruments, at fair value on a recurring basis. The fair value measurements of these derivative instruments were determined using the following inputs as of December 31, 2012 and June 30, 2013:

	As of December 31, 2012			
	Fair Value Measurements at Reporting Date Using			
	Total	Quoted Prices in Active Markets for Identical Assets (Level 1)	Significant Other Observable Inputs (Level 2)	Significant Other Unobservable Inputs (Level 3)
<b>Assets</b>				
Derivative Instruments (Note a)	\$ 10,645	\$ —	\$ 10,645	\$ —
<b>Total</b>	<b>\$ 10,645</b>	<b>\$ —</b>	<b>\$ 10,645</b>	<b>\$ —</b>
<b>Liabilities</b>				
Derivative Instruments (Note b)	\$ 174,076	\$ —	\$ 174,076	\$ —
<b>Total</b>	<b>\$ 174,076</b>	<b>\$ —</b>	<b>\$ 174,076</b>	<b>\$ —</b>
<b>As of June 30, 2013</b>				
Fair Value Measurements at Reporting Date Using				
Total	Quoted Prices in Active Markets for Identical Assets (Level 1)	Significant Other Observable Inputs (Level 2)	Significant Other Unobservable Inputs (Level 3)	
<b>Assets</b>				
Derivative Instruments (Note a)	\$ 11,590	\$ —	\$ 11,590	\$ —
<b>Total</b>	<b>\$ 11,590</b>	<b>\$ —</b>	<b>\$ 11,590</b>	<b>\$ —</b>
<b>Liabilities</b>				
Derivative Instruments (Note b)	\$ 232,100	\$ —	\$ 232,100	\$ —
<b>Total</b>	<b>\$ 232,100</b>	<b>\$ —</b>	<b>\$ 232,100</b>	<b>\$ —</b>

- (a) Included in prepaid expenses and other current assets and other assets in the consolidated balance sheets.  
(b) Included in accrued expenses and other current liabilities and other liabilities in the consolidated balance sheets.

The following table sets forth the reconciliation of loans held for sale that were outstanding as of June 30, 2012 but settled during the year ended December 31, 2012, which were measured at fair value using significant unobservable inputs:

	Three months ended June 30, 2012	Six months ended June 30, 2012
Opening balance, net	\$ 448	\$ 469
Impact of fair value included in earnings	(88)	(108)
Settlements	—	(1)
Closing balance, net	<u>\$ 360</u>	<u>\$ 360</u>

The Company values its derivative instruments based on market observable inputs including both forward and spot prices for respective currencies. The quotes are taken from an independent market database.

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**7. Derivative financial instruments**

The Company is exposed to the risk of rate fluctuations on foreign currency assets and liabilities, and foreign currency denominated forecasted cash flows. The Company has established risk management policies, including the use of derivative financial instruments to hedge foreign currency assets and liabilities, and foreign currency denominated forecasted cash flows. These derivative financial instruments are largely deliverable and non-deliverable forward foreign exchange contracts. The Company enters into these contracts with counterparties which are banks or other financial institutions, and the Company considers the risk of non-performance by the counterparties to be not material. The forward foreign exchange contracts mature between zero and forty-two months and the forecasted transactions are expected to occur during the same period.

The following table presents the aggregate notional principal amounts of outstanding derivative financial instruments together with the related balance sheet exposure:

	Notional principal amounts (Note a)		Balance sheet exposure asset (liability) (Note b)	
	As of December 31, 2012	As of June 30, 2013	As of December 31, 2012	As of June 30, 2013
Foreign exchange forward contracts denominated in:				
United States Dollars (sell) Indian Rupees (buy)	\$ 1,706,000	\$ 1,621,000	\$ (160,432)	\$ (227,629)
United States Dollars (sell) Mexican Peso (buy)	8,400	15,600	306	(259)
United States Dollars (sell) Philippines Peso (buy)	58,800	64,900	2,237	(1,945)
Euro (sell) United States Dollars (buy)	79,501	76,512	(420)	155
Euro (sell) Hungarian Forints (buy)	9,968	6,894	(10)	55
Euro (sell) Romanian Leu (buy)	64,870	71,291	(645)	485
Japanese Yen (sell) Chinese Renminbi (buy)	26,214	36,838	1,451	3,220
Pound Sterling (sell) United States Dollars (buy)	92,165	86,703	(2,494)	1,946
Australian Dollars (sell) United States Dollars (buy)	60,626	66,406	(3,424)	3,462
			<u>\$ (163,431)</u>	<u>\$ (220,510)</u>

- (a) Notional amounts are key elements of derivative financial instrument agreements but do not represent the amount exchanged by counterparties and do not measure the Company's exposure to credit or market risks. However, the amounts exchanged are based on the notional amounts and other provisions of the underlying derivative financial instruments agreements.
- (b) Balance sheet exposure is denominated in U.S. Dollars and denotes the mark-to-market impact of the derivative financial instruments on the reporting date.

FASB guidance on Derivatives and Hedging requires companies to recognize all derivative instruments as either assets or liabilities at fair value in the statement of financial position. In accordance with the FASB guidance on Derivatives and Hedging, the Company designates foreign exchange forward contracts as cash flow hedges for forecasted revenues and the purchase of services. In addition to this program, the Company has derivative instruments that are not accounted for as hedges under the FASB guidance in order to hedge the foreign exchange risks related to balance sheet items such as receivables and inter-company borrowings denominated in currencies other than the underlying functional currency.

The fair value of the derivative instruments and their location in the financial statements of the Company is summarized in the table below:

	Cash flow hedges		Non-designated	
	As of December 31, 2012	As of June 30, 2013	As of December 31, 2012	As of June 30, 2013
<b>Assets</b>				
Prepaid expenses and other current assets	\$ 6,972	\$ 8,503	\$ 1,742	\$ 333
Other assets	\$ 1,931	\$ 2,754	\$ —	\$ —
<b>Liabilities</b>				
Accrued expenses and other current liabilities	\$ 60,229	\$ 80,122	\$ 1,417	\$ 13,471
Other liabilities	\$ 112,430	\$ 138,507	\$ —	\$ —

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**7. Derivative financial instruments (Continued)**

*Cash flow hedges*

For derivative instruments that are designated and qualify as cash flow hedges, the effective portion of the gain (loss) on the derivative instrument is reported as a component of other comprehensive income (loss) and reclassified into earnings in the same period or periods during which the hedged transaction is recognized in the consolidated statements of income. Gains (losses) on the derivatives representing either hedge ineffectiveness or hedge components excluded from the assessment of effectiveness are recognized in earnings as incurred.

In connection with cash flow hedges, the gains (losses) recorded as a component of other comprehensive income (loss) or OCI and the related tax affect are summarized below:

	<u>Three months ended June 30, 2012</u>			<u>Three months ended June 30, 2013</u>			<u>Six months ended June 30, 2012</u>			<u>Six months ended June 30, 2013</u>		
	<u>Before-Tax amount</u>	<u>Tax (Expense) or Benefit</u>	<u>Net of tax Amount</u>	<u>Before-Tax amount</u>	<u>Tax (Expense) or Benefit</u>	<u>Net of tax Amount</u>	<u>Before-Tax amount</u>	<u>Tax (Expense) or Benefit</u>	<u>Net of tax Amount</u>	<u>Before-Tax amount</u>	<u>Tax (Expense) or Benefit</u>	<u>Net of tax Amount</u>
Opening balance	\$ (135,486)	\$ (48,132)	\$ (87,354)	\$ (134,217)	\$ (49,061)	\$ (85,156)	\$ (203,006)	\$ (71,125)	\$ (131,881)	\$ (163,756)	\$ (59,070)	\$ (104,686)
Net gains (losses) reclassified into statement of income on completion of hedged transactions	(6,959)	(2,379)	(4,580)	(13,645)	(5,382)	(8,263)	(6,840)	(2,253)	(4,587)	(20,885)	(8,302)	(12,583)
Changes in fair value of effective portion of outstanding derivatives, net	(127,035)	(44,687)	(82,348)	(86,801)	(29,560)	(57,241)	(59,396)	(21,568)	(37,828)	(64,502)	(22,471)	(42,031)
Gain (loss) on cash flow hedging derivatives, net	(120,076)	(42,308)	(77,768)	(73,156)	(24,178)	(48,978)	(52,556)	(19,315)	(33,241)	(43,617)	(14,169)	(29,448)
Closing balance as of June 30	<b>\$ (255,562)</b>	<b>\$ (90,440)</b>	<b>\$ (165,122)</b>	<b>\$ (207,373)</b>	<b>\$ (73,239)</b>	<b>\$ (134,134)</b>	<b>\$ (255,562)</b>	<b>\$ (90,440)</b>	<b>\$ (165,122)</b>	<b>\$ (207,373)</b>	<b>\$ (73,239)</b>	<b>\$ (134,134)</b>



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**7. Derivative financial instruments (Continued)**

The gains or losses recognized in other comprehensive income (loss), and their effect on financial performance are summarized below:

Derivatives in Cash Flow Hedging Relationships	Amount of Gain (Loss) recognized in OCI on Derivatives (Effective Portion)		Location of Gain (Loss) reclassified from OCI into Statement of Income (Effective Portion)	Amount of Gain (Loss) reclassified from OCI into Statement of Income (Effective Portion)				Location of Gain (Loss) recognized in Income on Derivatives (Ineffective Portion and Amount excluded from Effectiveness Testing)	Amount of Gain (Loss) recognized in income on Derivative (Ineffective Portion and Amount excluded from Effectiveness Testing)			
	Six months ended June 30,			Three months ended June 30,		Six months ended June 30,			Three months ended June 30,		Six months ended June 30,	
	2012	2013		2012	2013	2012	2013		2012	2013	2012	2013
Forward foreign exchange contracts	\$(59,396)	\$(64,502)	Revenue	\$(1,156)	\$ 2,386	\$(2,442)	\$ 3,367	Foreign exchange (gains) losses, net	\$—	\$—	\$—	\$—
			Cost of revenue	(4,518)	(13,007)	(3,411)	(19,616)					
			Selling, general and administrative expenses	(1,286)	(3,024)	(987)	(4,636)					
	<u>\$(59,396)</u>	<u>\$(64,502)</u>		<u>\$(6,960)</u>	<u>\$(13,645)</u>	<u>\$(6,840)</u>	<u>\$(20,885)</u>		<u>\$—</u>	<u>\$—</u>	<u>\$—</u>	<u>\$—</u>

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**7. Derivative financial instruments (Continued)**

*Non designated Hedges*

	Location of (Gain) Loss recognized in Statement of Income on Derivatives	Amount of (Gain) Loss recognized in Statement of Income on Derivatives			
		Three months ended June 30,		Six months ended June 30,	
		2012	2013	2012	2013
<b>Derivatives not designated as hedging instruments</b>					
Forward foreign exchange contracts (Note a)	Foreign exchange (gains) losses, net	\$10,566	\$13,586	\$1,587	\$9,585
		<b>\$10,566</b>	<b>\$13,586</b>	<b>\$1,587</b>	<b>\$9,585</b>

(a) These forward foreign exchange contracts were entered into to hedge the fluctuations in foreign exchange rates for recognized balance sheet items such as receivables and inter-company borrowings, and were not originally designated as hedges under FASB guidance on derivatives and hedging. Realized (gains) losses and changes in the fair value of these derivatives are recorded in foreign exchange (gains) losses, net in the consolidated statements of income.

**8. Property, plant and equipment, net**

Property, plant and equipment, net consist of the following:

	As of December 31, 2012	As of June 30, 2013
Property, plant and equipment, gross	\$ 513,540	\$ 496,435
Less: Accumulated depreciation and amortization	(313,178)	(315,829)
Property, plant and equipment, net	\$ 200,362	\$ 180,606

Depreciation expense on property, plant and equipment for the six months ended June 30, 2012 and 2013 was \$22,422, and \$23,417, respectively, and for the three months ended June 30, 2012 and 2013 was \$11,316 and \$11,984, respectively. The amount of computer software amortization for the six months ended June 30, 2012 and 2013 was \$5,958, and \$5,103, respectively and for the three months ended June 30, 2012 and 2013 was \$2,987 and \$2,546, respectively.

The above depreciation and amortization expense includes the effect of reclassification of foreign exchange (gains) losses related to the effective portion of the foreign currency derivative contracts amounting to \$235 and \$1,202 for the six months ended June 30, 2012 and 2013, respectively, and \$312 and \$791 for the three months ended June 30, 2012 and 2013, respectively.

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**9. Goodwill and intangible assets**

The following table presents the changes in goodwill for the year ended December 31, 2012 and six months ended June 30, 2013:

	As of December 31, 2012	As of June 30, 2013
Opening balance	\$ 925,339	\$ 956,064
Goodwill relating to acquisitions consummated during the period	43,265	35,915
Adjustment to preliminary purchase accounting for acquisitions	(3,213)	727
Effect of exchange rate fluctuations	(9,327)	(29,773)
Closing balance	\$ 956,064	\$ 962,933

The total amount of goodwill deductible for tax purposes is \$6,779 and \$39,139 as of December 31, 2012 and June 30, 2013, respectively.

The Company's intangible assets acquired either individually or with a group of other assets or in a business combination are as follows:

	As of December 31, 2012			As of June 30, 2013		
	Gross carrying amount	Accumulated amortization	Net	Gross carrying amount	Accumulated amortization	Net
Customer-related intangible assets	\$291,735	\$ 206,987	\$ 84,748	\$291,314	\$ 208,124	\$ 83,190
Marketing-related intangible assets	40,386	18,801	21,585	40,907	18,771	22,136
Contract-related intangible assets	1,182	1,182	—	1,085	1,085	—
Other intangible assets	7,069	1,015	6,054	8,075	1,614	6,461
	<u>\$340,372</u>	<u>\$ 227,985</u>	<u>\$112,387</u>	<u>\$341,381</u>	<u>\$ 229,594</u>	<u>\$111,787</u>

Amortization expenses for intangible assets as disclosed in the consolidated statements of income under amortization of acquired intangible assets for the six months ended June 30, 2012 and 2013 were \$11,080 and \$11,736, respectively, and for the three months ended June 30, 2012 and 2013 were \$5,790 and \$6,185, respectively. Intangible assets recorded for the 2004 Reorganization include the incremental value of the minimum volume commitment from GE, entered into contemporaneously with the 2004 Reorganization, over the value of the pre-existing customer relationship with GE. The amortization of this intangible asset for the six months ended June 30, 2012 and 2013 was \$38 and \$0, respectively, and for the three months ended June 30, 2012 and 2013 was \$18 and \$0, respectively, and has been reported as a reduction of revenue.

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**10. Employee benefit plans**

The Company has employee benefit plans in the form of certain statutory and other schemes covering its employees.

**Defined benefit plans**

In accordance with Indian law, the Company provides a defined benefit retirement plan (the “Gratuity Plan”) covering substantially all of its Indian employees. In addition, in accordance with Mexican law, the Company provides termination benefits to all of its Mexican employees. In addition, some of the Company’s subsidiaries in the Philippines and Japan have sponsored defined benefit retirement programs.

Net defined benefit plan costs for the three months and six months ended June 30, 2012 and 2013 include the following components:

	Three months ended		Six months ended	
	June 30,		June 30,	
	2012	2013	2012	2013
Service costs	\$ 961	\$ 810	\$1,974	\$1,746
Interest costs	445	436	915	887
Amortization of actuarial loss	166	283	339	450
Expected return on plan assets	(202)	(209)	(412)	(429)
Net Gratuity Plan costs	<u>\$1,370</u>	<u>\$1,320</u>	<u>\$2,816</u>	<u>\$2,654</u>

**Defined contribution plans**

During the three months and six months ended June 30, 2012 and 2013, the Company contributed the following amounts to defined contribution plans in various jurisdictions:

	Three months ended		Six months ended	
	June 30,		June 30,	
	2012	2013	2012	2013
India	\$3,439	\$ 3,784	\$ 6,917	\$ 7,489
U.S.	739	694	1,766	1,941
U.K.	442	571	750	947
Hungary	7	6	46	12
China	2,958	3,413	5,791	6,882
Mexico	4	6	21	20
Morocco	59	21	89	51
South Africa	84	57	164	126
Hong Kong	9	5	17	11
Philippines	4	4	7	8
Singapore	—	3	—	6
Netherlands	429	726	429	1,082
Japan	—	445	—	966
Total	<u>\$8,174</u>	<u>\$ 9,735</u>	<u>\$15,997</u>	<u>\$19,541</u>

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**11. Stock-based compensation**

The Company has issued options under the Genpact Global Holdings 2005 Plan (the “2005 Plan”), Genpact Global Holdings 2006 Plan (the “2006 Plan”), Genpact Global Holdings 2007 Plan (the “2007 Plan”) and Genpact Limited 2007 Omnibus Incentive Compensation Plan (the “2007 Omnibus Plan”) to eligible persons who are employees, directors and certain other persons associated with the Company.

From the date of adoption of the 2007 Omnibus Plan on July 13, 2007, the options forfeited, expired, terminated, or cancelled under any of the plans will be added to the number of shares otherwise available for grant under the 2007 Omnibus Plan. The 2007 Omnibus Plan was amended and restated on April 11, 2012 to increase the number of common shares authorized for issuance by 5,593,200 shares to 15,000,000 shares.

On August 30, 2012, the Company’s Board of Directors declared a special cash dividend of \$2.24 per share. The special cash dividend resulted in an adjustment to stock-based awards under both the 2007 Omnibus Plan and the 2005 Plan. Accordingly, effective September 24, 2012, the payment date of the special cash dividend, the number of common shares authorized for issuance under the 2007 Omnibus Plan was increased by 2,544,327 shares. The number of common shares authorized for issuance under the 2005 Plan was increased by 495,915 shares.

Further, as of December 31, 2012, the number of common shares authorized for issuance under the 2007 Omnibus Plan had been increased by 6,314,496 shares as a result of the termination, expiration or forfeiture of options granted under the Company’s stock incentive plans other than the 2007 Omnibus Plan. In accordance with the anti-dilutive provisions of the 2005 Plan, 2006 Plan, 2007 Plan and 2007 Omnibus Plan, the Company adjusted both the exercise price and the number of stock based awards outstanding as of the record date of the special cash dividend. The aggregate fair value, intrinsic value and the ratio of the exercise price to the market price were approximately equal immediately before and after the adjustments. Therefore, in accordance with the equity restructuring guidance under ASC 718, Compensation-Stock Compensation, no incremental compensation expense was recognized for the adjustment to the outstanding stock-based awards as a result of the special cash dividend.

The stock-based compensation costs relating to the foregoing plans during the six months ended June 30, 2012 and 2013 were \$17,166 and \$16,503 respectively, and for the three months ended June 30, 2012 and 2013, were \$9,941 and \$ 10,022 respectively. These costs have been allocated to cost of revenue and selling, general, and administrative expenses.

The following table shows the significant assumptions used in connection with the determination of the fair value of options granted in the six months ended June 30, 2013. No options were granted in the six months ended June 30, 2012.

	<u>Six months ended</u> <u>June 30, 2013</u>
Dividend Yield	0%
Expected life (in months)	84
Risk free rate of interest	1.55%
Volatility	39.39%

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**11. Stock-based compensation (continued)**

A summary of option activity during the six months ended June 30, 2013 is set out below:

	Six months ended June 30, 2013			
	Shares arising out of options	Weighted average exercise price	Weighted average remaining contractual life (years)	Aggregate intrinsic value
Outstanding as of January 1, 2013	12,413,298	\$ 9.29	4.2	
Granted	3,483,000	19.35		
Forfeited	(35,599)	10.01		
Expired	(67,978)	13.79		
Exercised	(3,184,358)	8.08		35,392
Outstanding as of June 30, 2013	12,608,363	\$ 12.35	5.51	\$88,052
Vested as of June 30, 2013 and expected to vest thereafter (a)	12,176,795	\$ 12.07	5.51	\$87,666
Vested and Exercisable as of June 30, 2013	7,951,315	\$ 9.41	3.50	\$78,163
Weighted average grant date fair value of grants during the period	\$ 19.35			

(a) Options expected to vest reflect an estimated forfeiture rate.

As of June 30, 2013, the total remaining unrecognized stock-based compensation costs for options expected to vest amounted to \$28,314, which will be recognized over the weighted average remaining requisite vesting period of 4.11 years.

**Restricted Share Units**

The Company has granted restricted share units, or RSUs, under the 2007 Omnibus Plan. Each RSU represents the right to receive one common share. The fair value of each RSU is the market price of one common share of the Company on the date of grant. The RSUs granted to date have vesting schedules of one to four years. The compensation expense is recognized on a straight line basis over the vesting term.

A summary of RSUs granted during the six months ended June 30, 2013 is set out below:

	Six months ended June 30, 2013	
	Number of Restricted Share Units	Weighted Average Grant Date Fair Value
Outstanding as of January 1, 2013	1,688,402	\$ 13.74
Granted	74,152	19.37
Vested*	(286,367)	14.47
Forfeited	(136,582)	13.50
Outstanding as of June 30, 2013	1,339,605	\$ 13.92
Expected to vest (a)	1,206,853	

(a) RSUs expected to vest reflect an estimated forfeiture rate.

\* Vested RSUs have been net settled upon vesting by issuing 183,025 shares (net of minimum withholding taxes).

During the year ended December 31, 2011, 102,000 RSUs vested, the shares in respect of which were issued in January 2013 (100,800 shares, net of minimum statutory withholding taxes). Shares in respect of an additional 13,719 RSUs reflecting an adjustment to 102,000 vested RSUs on account of the special cash dividend were issued in January 2013 (13,557 after withholding shares to the extent of minimum statutory withholding taxes).

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**11. Stock-based compensation (continued)**

As of December 31, 2012, 4,000 RSUs vested, the shares in respect of which were issued in April 2013 (1,819, net of minimum statutory withholding taxes). Shares in respect of an additional 533 RSUs reflecting an adjustment to 4,000 vested RSUs on account of the special cash dividend were issued in April 2013 (240, net of minimum statutory withholding taxes).

44,286 RSUs vested as of December 31, 2012, the shares in respect of which will be issued on December 31, 2013, after withholding shares to the extent of the minimum statutory withholding taxes.

567 RSUs vested as of June 30, 2013, the shares in respect of which will be issued in July 2013, net of minimum statutory withholding taxes.

As of June 30, 2013, the total remaining unrecognized stock-based compensation costs related to RSUs amounted to \$14,241, which will be recognized over the weighted average remaining requisite vesting period of 2.08 years.

**Performance Units**

The Company also grants stock-based awards in the form of Performance Units, or PUs, under the 2007 Omnibus Plan.

The Company granted PUs, each of which represents the right to receive one common share based on the Company's performance against specified targets. PUs granted to date have vesting schedules of six months to three years. The fair value of each PU is the market price of one common share of the Company on the date of grant, and assumes that performance targets will be achieved. The PUs granted under the plan are subject to cliff or graded vesting. For awards with cliff vesting, the compensation expense is recognized on a straight-line basis over the vesting terms. For awards with graded vesting, the compensation expense is recognized over the vesting term of each separately vesting portion. Over the performance period, the number of shares that will be issued will be adjusted upward or downward based upon the probability of achievement of the performance targets. The ultimate number of shares issued and the related compensation cost recognized as an expense will be based on a comparison of the final performance metrics to the specified targets.

A summary of PU activity during the six months ended June 30, 2013 is set out below:

	Six months ended June 30, 2013		
	Number of Performance Units	Weighted Average Grant Date Fair Value	Maximum Shares Eligible to Receive
Outstanding as of January 1, 2013	3,041,511	\$ 13.26	4,402,596
Granted	2,025,090	18.57	3,694,635
Vested	—	—	—
Forfeited	(131,000)	15.12	(194,104)
Addition due to achievement of higher than target performance goals*	297,911	17.50	
Reduction due to achievement of lower than maximum performance goals**			(373,702)
Outstanding as of June 30, 2013	<u>5,233,512</u>	<u>\$ 15.51</u>	<u>7,529,425</u>
Expected to vest (a)	3,993,995		

(a) PUs expected to vest are based on the probable achievement of the performance targets after considering an estimated forfeiture rate.

\* Represents the additional award of 22.2% of the target shares on account of achievement of higher than target performance for the PUs granted in March 2012.

\*\* Represents a 27.8% reduction in the maximum shares eligible to vest on account of certification of the performance goals for the PUs granted in 2012.

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**11. Stock-based compensation (Continued)**

For the PUs granted in August 2010, vesting for the year ended December 31, 2011 (including the PUs issued as an adjustment on account of the special cash dividend) has taken place at 128.9% of the target shares (243,781 vested shares) after the compensation committee's certification of the achievement of the performance goals. Shares in respect of these PUs were issued in January 2013 (156,511, net of minimum statutory withholding taxes).

The PUs granted in March 2010 (including the PUs issued as an adjustment on account of the special cash dividend) vested at 90.9% of the target shares (503,969 shares) after the compensation committee's certification of the performance goals achieved for the performance period based on the Company's audited consolidated financial statements. The shares in respect of these PUs were issued in March 2013 (334,922) and April 2013 (4,679), net of minimum statutory withholding taxes.

For the PUs granted in August 2010 vesting for the year ended December 31, 2012 has taken place at 122.2% of the target shares (231,029 vested shares) based on the compensation committee's certification of achievement of the performance goals for the performance period based on the Company's audited consolidated financial statements. The shares in respect of these PUs will be issued on December 31, 2013, net of minimum statutory withholding taxes.

As of June 30, 2013, the total remaining unrecognized stock-based compensation costs related to PUs amounted to \$34,889, which will be recognized over the weighted average remaining requisite vesting period of 2.08 years.

In the first quarter of 2011, the compensation committee of the board of directors of the Company modified the performance metrics for the performance grants made to employees in 2010 from Revenue and EBITDA growth to revenue and adjusted operating income growth.

Performance Level	Original Performance Target		Modified Performance Target	
	Revenue Growth	EBITDA Growth	Revenue Growth	Adjusted Income from Operation growth
Outstanding	20.0%	20.0%	20.0%	20.0%
Target	15.0%	15.0%	15.0%	15.0%
Threshold	10.0%	10.0%	10.0%	10.0%

For the August 2010 performance grant to the Company's former CEO, who assumed the role of Non-Executive Vice-Chairman as of June 17, 2011, in addition to the modification made to the performance metrics from revenue and EBITDA growth to revenue and adjusted operating income growth, because the award vests based on annual performance targets whereas the awards to other employees vest based on average performance over three years, revision has been made to the performance targets in order to make the performance targets consistent with performance unit grants made to other employees in the first quarter of 2011.

Performance Level	Original Performance Target		Modified Performance Target	
	Revenue Growth	EBITDA Growth	Revenue Growth	Adjusted Income from Operation growth
Outstanding	20.0%	20.0%	17.0%	16.0%
Target	15.0%	15.0%	12.5%	12.5%
Threshold	10.0%	10.0%	8.0%	7.0%

As of the date of the above modifications, an incremental compensation cost of \$4,109 was determined and was to be recognized over a period of 21.5 months, starting from March 2011 to December 31, 2012.



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**11. Stock-based compensation (Continued)**

Under the 2007 Omnibus Plan, the definition of change of control includes the acquisition by any person, corporation or other entity or group other than GA, OH, GE or any of their affiliates of 25% or more of the voting securities of the Company. The purchase by Bain Capital of Company shares from GA and OH would have been a change of control under the 2007 Omnibus Plan resulting in (1) accelerated vesting of the PUs granted in August 2010 to the former CEO (who since assumed the role of Non-Executive Vice-Chairman) and the PUs granted to the Company's Chief Executive Officer in June 2011 and March 2012 and (2) "double-trigger" vesting of the outstanding PUs granted in March 2010 and March 2011 based on an abbreviated performance period ending with the close of the Company's fiscal quarter coincident with or immediately preceding the effective date of the Change of Control in the event of a termination without cause in the twenty-four months following a change of control and (3) "double-trigger" vesting of the outstanding PUs granted in March 2012 based on target performance in the event of a termination without cause in the twenty-four months following a change of control. Because the Board of Directors determined that the Bain transaction was not the type of transaction intended to constitute a change of control, they amended the 2007 Omnibus Plan to provide that the contemplated transaction among Bain Capital, GA and OH would not constitute a change of control thereunder. In addition, the CEO and Non-Executive Vice-Chairman waived any accelerated vesting of their PUs and the impacted employees consented to the amendment of the change of control definition. As a result of the foregoing, all PUs will continue to vest in accordance with their original terms.

This amendment to the 2007 Omnibus Plan was a modification to the PUs effective as of October 25, 2012. Grants to 123 employees were affected by this modification and an incremental compensation cost of \$5,500 was determined and will be recognized over a weighted average period of 1.85 years. The incremental compensation cost due to this modification was a result of considering the original performance period for determination of expected vesting compared to the abbreviated performance period for 2010 and 2011 grants and vesting at target for 2012 performance grants.

**Employee Stock Purchase Plan (ESPP)**

On May 1, 2008, the Company adopted the Genpact Limited U.S. Employee Stock Purchase Plan and the Genpact Limited International Employee Stock Purchase Plan (together, the "ESPP").

The ESPP allows eligible employees to purchase the Company's common shares through payroll deduction at 90% of the fair value per share on the last business day of each purchase interval. The dollar amount of common shares purchased under the ESPP shall not exceed the greater of 15% of the participating employee's base salary or \$25 per calendar year. With effect from September 1, 2009, the offering periods commence on the first business day in March, June, September and December of each year and end on the last business day in the subsequent May, August, November and February of each year. 4,200,000 common shares have been reserved for issuance in the aggregate over the term of the ESPP.

During the six months ended June 30, 2012 and 2013, common shares issued under the ESPP were 44,916 and 53,671, respectively.

The ESPP was considered non-compensatory under the FASB guidance on Compensation-Stock Compensation through the purchase interval ending on or prior to August 31, 2009. As a result of the change in the discount rate, the ESPP is being considered compensatory with effect from September 1, 2009.

The compensation expense for the employee stock purchase plan is recognized in accordance with the FASB guidance on Compensation-Stock Compensation. The compensation expense for ESPP during the six months ended June 30, 2012 and 2013, were \$77 and \$116, respectively, and for the three months ended June 30, 2012 and 2013, were \$39 and \$71 respectively, and has been allocated to cost of revenue and selling, general, and administrative expenses.

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**(In thousands, except per share data and share count)**

**12. Earnings per share**

The Company calculates earnings per share in accordance with FASB guidance on Earnings per share. Basic and diluted earnings per common share give effect to the change in the number of common shares of the Company. The calculation of earnings per common share was determined by dividing net income available to common shareholders by the weighted average number of common shares outstanding during the respective periods. The potentially dilutive shares, consisting of outstanding options on common shares, restricted share units, common shares to be issued under ESPP and performance units, have been included in the computation of diluted earnings per share and the weighted average shares outstanding, except where the result would be anti-dilutive.

The number of stock options outstanding but not included in the computation of diluted earnings per common share because the effect was anti-dilutive is 6,407,134 and 1,749,000 for the six months ended June 30, 2012 and 2013, respectively, and is 6,246,826 and 3,483,000 for the three months ended June 30, 2012 and 2013, respectively.

	<u>Three months ended June 30,</u>		<u>Six months ended June 30,</u>	
	<u>2012</u>	<u>2013</u>	<u>2012</u>	<u>2013</u>
<b>Net income available to Genpact Limited common shareholders</b>	\$ 61,100	\$ 63,876	\$ 99,640	\$ 110,613
Weighted average number of common shares used in computing basic earnings per common share	223,182,251	229,237,503	222,996,243	228,232,364
Dilutive effect of stock based awards	4,698,176	6,091,800	4,680,427	6,242,663
Weighted average number of common shares used in computing dilutive earnings per common share	<u>227,880,427</u>	<u>235,329,303</u>	<u>227,676,670</u>	<u>234,475,027</u>
<b>Earnings per common share attributable to Genpact Limited common shareholders</b>				
Basic	\$ 0.27	\$ 0.28	0.45	0.48
Diluted	<u>\$ 0.27</u>	<u>\$ 0.27</u>	<u>\$ 0.44</u>	<u>\$ 0.47</u>

**13. Short-term borrowings**

The Company has the following borrowing facilities:

- (a) Fund-based and non-fund-based credit facilities with banks which are available for operational requirements in the form of overdrafts, letters of credit, guarantees and short-term loans. As of December 31, 2012 and June 30, 2013, the limits available were \$18,489 and \$17,213, respectively out of which \$5,942 and \$6,442 was utilized, representing non-funded drawdown.
- (b) Fund-based and non-fund based revolving credit facility of \$260,000 acquired in May 2011 was fully prepaid and terminated on August 30, 2012 as described in note 14 below.
- (c) A fund-based and non-fund based revolving credit facility of \$250,000 initially acquired in August 2012 was amended in June 2013 as described in note 14 below. A part of this amount was initially used for funding the special cash dividend paid in September 2012 and for the acquisition of Jawood in February 2013. As of December 31, 2012 and June 30, 2013, a total of \$87,439 and \$122,397, respectively, was utilized representing a funded drawdown of \$80,000 and \$115,000, respectively and a non-funded drawdown of \$7,439 and \$7,397, respectively. This facility expires in August 2017 and the funded drawdown bears interest at LIBOR plus a margin of 2.50% as of June 30, 2013 compared to a margin of 3.25% as of December 31, 2012. The unutilized amount on the facility bears a commitment fee of 0.50%. Indebtedness under these facilities is secured by certain assets and the credit agreement contains certain covenants including a maximum leverage covenant which becomes effective only if the revolving facility is drawn for \$50,000 or more. For the six months ended June 30, 2013, the Company is in compliance with all of the financial covenants.

**GENPACT LIMITED AND ITS SUBSIDIARIES**  
**Notes to the Consolidated Financial Statements**  
**(Unaudited)**  
**(In thousands, except per share data and share count)**

**14. Long-term debt**

In May 2011, the Company obtained credit facilities aggregating \$380,000 from a consortium of financial institutions to finance in part the acquisition of Headstrong and for general corporate purposes of the Company and its subsidiaries, including working capital requirements. The credit agreement provided for a \$120,000 term loan and a \$260,000 revolving credit facility. On August 30, 2012, the Company fully prepaid and terminated the \$ 380,000 credit facility

In August 2012, the Company obtained credit facilities aggregating \$925,000 from a consortium of financial institutions to (i) finance the repayment of the balance outstanding under the previous existing credit facility of \$380,000, (ii) fund a portion of the special cash dividend, and (iii) for general corporate purposes of the Company and its subsidiaries, including working capital requirements. The credit agreement provided for a term loan of \$675,000 and a revolving credit facility of \$250,000.

In June 2013, the Company amended this credit facility with the consortium of financial institutions. Under the amended facility, applicable margin on the term loan and revolving credit facility has been reduced from 3.25% p.a. to 2.75% p.a. and 2.50% p.a. respectively. In addition, the LIBOR floor on the term loan was reduced from 1% under the earlier facility to 0.75% under the amended credit facility. As of the amendment date, the gross outstanding term loan amounted to \$671,625. The amendment did not result in a substantial modification of \$553,589 of the outstanding term loan under the previous credit facility. Further, as a result of the amendment, the Company extinguished the outstanding term loan under the previous credit facility amounting to \$118,036 and obtained additional funding amounting to \$121,410, increasing the total term loan outstanding to \$675,000. As a result, the Company expensed \$3,103 representing partial acceleration of the amortization of the existing unamortized debt issuance costs and an additional fee paid to lenders in respect of the extinguished amount. The overall borrowing capacity under the revolving facility did not change. The amendment of the revolving facility resulted in accelerated amortization of \$54 relating to the existing unamortized debt issue cost. The remaining unamortized costs related to the revolving facility and the additional third party fee paid in connection with the amendment of the revolving facility shall be amortized over the term of the revolving facility ending on August 30, 2017.

As of December 31, 2012 and June 30, 2013, the outstanding term loan, net of debt amortization expense of \$11,452 and \$15,024, was \$661,860 and \$659,976 respectively. As of December 31, 2012, the term loan bears interest at LIBOR (Libor floor of 1%) plus an applicable margin of 3.25% p.a. As of June 30, 2013, the term loan bears interest at LIBOR (Libor floor of 0.75%) plus an applicable margin of 2.75% p.a. Indebtedness under the loan agreement is secured by certain assets. The amount outstanding on the term loan as of June 30, 2013 will be repaid through quarterly payments of 0.25% of the principal amount of \$675,000 and the balance will be repaid on the maturity of the term loan on August 30, 2019.

The maturity profile of the term loan, net of debt amortization expense, is as follows:

Year Ended	Amount
2013	\$ 2,112
2014	4,263
2015	4,288
2016	4,306
2017	4,338
2018	4,363
2019	636,306
	<u>\$659,976</u>

**15. Cost of revenue**

Cost of revenue consists of the following:

	Three months ended June 30,		Six months ended June 30,	
	2012	2013	2012	2013
Personnel expenses	\$ 195,087	\$ 229,107	\$ 380,638	\$ 447,542
Operational expenses	78,054	91,213	146,029	172,659
Depreciation and amortization	12,081	12,394	24,020	24,239
	<u>\$ 285,222</u>	<u>\$ 332,714</u>	<u>\$550,687</u>	<u>\$ 644,440</u>

**GENPACT LIMITED AND ITS SUBSIDIARIES**  
**Notes to the Consolidated Financial Statements**  
**(Unaudited)**  
**(In thousands, except per share data and share count)**

**16. Selling, general and administrative expenses**

Selling, general and administrative expenses consist of the following:

	<u>Three months ended June 30,</u>		<u>Six months ended June 30,</u>	
	2012	2013	2012	2013
Personnel expenses	\$ 79,556	\$ 85,671	\$ 150,496	\$ 167,799
Operational expenses	32,475	30,596	64,402	59,547
Depreciation and amortization	2,222	2,136	4,360	4,281
	<u>\$ 114,253</u>	<u>\$ 118,403</u>	<u>\$ 219,258</u>	<u>\$ 231,627</u>

**17. Other operating (income) expense, net**

	<u>Three months ended June 30,</u>		<u>Six months ended June 30,</u>	
	2012	2013	2012	2013
Other operating (income) expense	\$ (801)	\$ (554)	\$ (1,513)	\$ (1,209)
Provision for impairment of capital work in progress / property, plant and equipment	—	2,392	—	2,392
Change in fair value of earn out consideration and deferred consideration (relating to business acquisitions)	—	(2,324)	—	(2,271)
<b>Other operating (income) expense, net</b>	<u>\$ (801)</u>	<u>\$ (486)</u>	<u>\$ (1,513)</u>	<u>\$ (1,088)</u>

**18. Other income (expense), net**

Other income (expense), net consists of the following:

	<u>Three months ended June 30,</u>		<u>Six months ended June 30,</u>	
	2012	2013	2012	2013
Interest income	\$ 2,385	\$ 4,486	\$ 5,510	\$ 9,759
Interest expense*	(3,406)	(12,789)	(6,965)	(22,727)
Provision for loss on divestiture	—	(2,945)	—	(3,661)
Other income (expense)	322	709	632	979
<b>Other income (expense), net</b>	<u>\$ (699)</u>	<u>\$ (10,539)</u>	<u>\$ (823)</u>	<u>\$ (15,650)</u>

\* The six months and three months ended June 30, 2013 include \$3,157 representing partial acceleration of the amortization of debt issuance costs and an additional fee paid to lenders in connection with the amendment of the credit facility as explained in Note 14.

**GENPACT LIMITED AND ITS SUBSIDIARIES**  
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**(Unaudited)**  
**(In thousands, except per share data and share count)**

**19. Income taxes**

As of December 31, 2012, the Company had unrecognized tax benefits amounting to \$21,024 including an amount of \$20,871 that, if recognized, would impact the effective tax rate.

The following table summarizes the activities related to our unrecognized tax benefits for uncertain tax positions from January 1, 2013 to June 30, 2013:

Opening Balance at January 1, 2013	\$21,024
Increase related to prior year tax positions, including recorded against goodwill	1,553
Decrease related to prior year tax positions	(62)
Increase related to current year tax positions	138
Effect of exchange rate changes	(1,301)
Closing Balance at June 30, 2013	<u>\$21,352</u>

The unrecognized tax benefits as of June 30, 2013 include an amount of \$21,199 that, if recognized, would impact the effective tax rate. As of December 31, 2012 and June 30, 2013, the Company has accrued approximately \$3,423 and \$3,876 respectively, in interest relating to unrecognized tax benefits.

**20. Related party transactions**

Related party transactions during the year ended December 31, 2012 included transactions with a client who had a significant interest in the Company. During the year ended December 31, 2012, such interest decreased to less than 5% of the Company's outstanding shares and therefore such client is no longer a related party. The Company has also entered into related party transactions with its non-consolidating affiliates and a client in which one of the Company's directors has a controlling interest. During the six months ended June 30, 2013, the Company acquired the remaining equity interest in one of its non-consolidating affiliates, which is now a wholly owned subsidiary as described in note 3A(a). The Company has also entered into related party transactions with an affiliate of a significant shareholder of the Company.

The related party transactions can be categorized as follows:

*Revenue from services*

For the six months ended June 30, 2012, the Company recognized net revenues of \$227 and for the three months ended June 30, 2012, the Company recognized net revenues of \$115, from a client in which one of the Company's directors has a controlling interest.

For the six months ended June 30, 2012, the Company recognized net revenues of \$90 and for the three months ended June 30, 2012, the Company recognized net revenues of \$47, from a client who has a significant interest in the Company.

For the six months ended June 30, 2013, the Company recognized net revenues of \$381 and for the three months ended June 30, 2013, the Company recognized net revenues of \$190, from a client who is an affiliate of significant shareholder of the Company.

*Cost of revenue from services*

The Company purchases certain services from its non-consolidating affiliates mainly relating to training and recruitment, which are included as part of cost of revenue. For the six months ended June 30, 2012 and 2013, cost of revenue, includes an amount of \$1,084 and \$964, respectively, and for the three months ended June 30, 2012 and 2013, cost of revenue, includes an amount of \$529 and \$544, respectively.

*Selling, general and administrative expenses*

The Company purchases certain services from its non-consolidating affiliates mainly relating to training and recruitment, which are included as part of selling, general and administrative expenses. For the six months ended June 30, 2012 and 2013, selling, general and administrative expenses includes an amount of \$210 and \$221, respectively, and for the three months ended June 30, 2012 and 2013, selling, general and administrative expenses includes an amount of \$102 and \$130, respectively.

**GENPACT LIMITED AND ITS SUBSIDIARIES**  
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**20. Related party transactions (continued)**

*Investment in equity affiliate*

During the six months ended June 30, 2012, the Company made an investment of \$205 in its non-consolidating affiliates and for the three months ended June 30, 2012, the Company made an investment of \$0 in its non-consolidating affiliates.

**21. Commitments and contingencies**

*Capital commitments*

As of December 31, 2012 and June 30, 2013, the Company has committed to spend \$3,965 and \$3,190, respectively, under agreements to purchase property, plant and equipment. This amount is net of capital advances paid in respect of these purchases.

*Bank Guarantees*

The Company has outstanding bank guarantees amounting to \$13,381 and \$13,839 as of December 31, 2012 and June 30, 2013, respectively. Bank guarantees are generally provided to government agencies, excise and customs authorities for the purposes of maintaining a bonded warehouse. These guarantees may be revoked by the government agencies if they suffer any losses or damage through the breach of any of the covenants contained in the agreements.

*Other commitments*

The Company's business process delivery centers in India are 100% Export Oriented units or Software Technology Parks of India units ("STPI") under the STPI guidelines issued by the Government of India. These units are exempted from customs, central excise duties, and levies on imported and indigenous capital goods, stores, and spares. The Company has executed legal undertakings to pay custom duties, service taxes, levies, and liquidated damages payable, if any, in respect of imported and indigenous capital goods, stores, and spares consumed duty free, in the event that certain terms and conditions are not fulfilled.

**Item 2. Management’s Discussion and Analysis of Financial Condition and Results of Operations**

*You should read the following discussion in conjunction with our Consolidated Financial Statements and related Notes included elsewhere in this Quarterly Report on Form 10-Q and in our Annual Report on Form 10-K for the year ended December 31, 2012 and with the information under the heading “Management’s Discussion and Analysis of Financial Condition and Results of Operations” in our Annual Report on Form 10-K for the year ended December 31, 2012. This discussion contains forward-looking statements that involve risks and uncertainties. Our actual results may differ materially from those discussed in or implied by any of the forward-looking statements as a result of various factors, including but not limited to those listed below and under “Risk Factors” in this Quarterly Report on Form 10-Q and our Annual Report on Form 10-K for the year ended December 31, 2012.*

**Special Note Regarding Forward-Looking Statements**

We have made statements in this Quarterly Report on Form 10-Q (the “Quarterly Report”) in, among other sections, this Part 1, Item 2 —“Management’s Discussion and Analysis of Financial Condition and Results of Operations”, that are forward-looking statements. In some cases, you can identify these statements by forward-looking terms such as “expect”, “anticipate”, “intend”, “plan”, “believe”, “seek”, “estimate”, “could”, “may”, “shall”, “will”, “would” and variations of such words and similar expressions, or the negative of such words or similar expressions. These forward-looking statements, which are subject to risks, uncertainties and assumptions about us, may include projections of our future financial performance, which in some cases may be based on our growth strategies and anticipated trends in our business. These statements are only predictions based on our current expectations and projections about future events. There are important factors that could cause our actual results, level of activity, performance or achievements to differ materially from those expressed or implied by the forward-looking statements. In particular, you should consider the numerous risks outlined in Part II, Item 1A— “Risk Factors” in this Quarterly Report and Part I, Item 1A—“Risk Factors” in our Annual Report on Form 10-K for the year ended December 31, 2012. These forward-looking statements include, but are not limited to, statements relating to:

- our ability to retain existing clients and contracts;
- our ability to win new clients and engagements;
- the expected value of the statements of work under our master service agreements;
- our beliefs about future trends in our market;
- political, economic or business conditions in countries where we have operations or where our clients operate;
- expected spending on business process management and information technology services by clients;
- foreign currency exchange rates;
- our rate of employee attrition;
- our effective tax rate; and
- competition in our industry.

Factors that may cause actual results to differ from expected results include, among others:

- our ability to grow our business and effectively manage growth and international operations while maintaining effective internal controls;
- our dependence on revenues derived from clients in the United States and Europe;
- our ability to hire and retain enough qualified employees to support our operations;
- our ability to successfully consummate or integrate strategic acquisitions;
- our ability to maintain pricing and asset utilization rates;
- our dependence on favorable tax legislation and tax policies that may be amended in a manner adverse to us or be unavailable to us in the future;
- increases in wages in locations in which we have operations;
- financing terms, including but not limited to changes in LIBOR;
- the selling cycle for our client relationships;
- restrictions on visas for our employees traveling to North America and Europe;
- our relative dependence on the General Electric Company (GE);

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- fluctuations in exchange rates between the U.S. dollar, the euro, U.K. pound sterling, Chinese renminbi, Hungarian forint, Japanese yen, Indian rupee, Australian dollar, Philippines peso, Guatemalan quetzal, Mexican peso, Moroccan dirham, Polish zloty, Romanian leu, South African rand, Hong Kong dollar, Singapore dollar, Arab Emirates dirham, Brazilian real, Swiss franc, Swedish krona, Danish krone, Thai baht, Kenyan shilling, Czech koruna, Canadian dollar and Saudi Arabian riyal;
- our ability to retain senior management;
- our ability to attract and retain clients and our ability to develop and maintain client relationships on attractive terms;
- legislation in the United States or elsewhere that adversely affects the performance of business process management and information technology services offshore;
- increasing competition in our industry;
- telecommunications or technology disruptions or breaches, or natural or other disasters;
- our ability to protect our intellectual property and the intellectual property of others;
- deterioration in the global economic environment and its impact on our clients, including the bankruptcy of our clients;
- regulatory, legislative and judicial developments, including the withdrawal of governmental fiscal incentives;
- the international nature of our business;
- technological innovation; and
- unionization of any of our employees.

Although we believe the expectations reflected in the forward-looking statements are reasonable at the time they are made, we cannot guarantee future results, level of activity, performance or achievements. Achievement of future results is subject to risks, uncertainties and potentially inaccurate assumptions. Should known or unknown risks or uncertainties materialize, or should underlying assumptions prove inaccurate, actual results could differ materially from past results and those anticipated, estimated or projected. You should bear this in mind as you consider forward-looking statements. We undertake no obligation to update any of these forward-looking statements after the date of this filing to conform our prior statements to actual results or revised expectations. You are advised, however, to consult any further disclosures we make on related subjects in our Form 10-K, Form 10-Q and Form 8-K reports to the SEC.

### **Overview**

We are a global leader in business process management and technology services, leveraging the power of smarter processes, smarter analytics and smarter technology to help our clients drive intelligence across their enterprises. We believe our Smart Enterprise Processes (SEP) framework, our unique science of process combined with deep domain expertise in multiple industry verticals, leads to superior business outcomes. Our Smart Decision Services deliver valuable business insights to our clients through targeted analytics, re-engineering expertise, and advanced risk management. Making technology more intelligent by embedding it with process and data insights, we also offer a wide range of technology services. Driven by a passion for process innovation and operational excellence built on our Lean and Six Sigma DNA and the legacy of serving GE for more than 15 years, our 60,000+ professionals around the globe deliver services to more than 700 clients from a network of 68 delivery centers across 18 countries supporting more than 30 languages.

We have a unique heritage and believe we are pioneers in the business process management and information technology services industry. We built our business by meeting the demands of the leaders of GE to increase the productivity of their businesses. We began in 1997 as an internal business process services operation for General Electric Capital Corporation, or GE Capital, GE's financial services business. As we demonstrated our value to GE management, our business grew in size and scope. We took on a wide range of complex and critical processes and became a significant provider to many of GE's businesses, including Consumer Finance (GE Money), Commercial Finance, Healthcare, Industrial and GE's corporate offices.

Our leadership team, our methods and our culture have been deeply influenced by our eight years as an internal operation of GE. Many elements of GE's success—the rigorous use of metrics and analytics, the relentless focus on improvement, a strong emphasis on the client and innovative human resources practices—are the foundations of our business.

We have approximately 60,200 employees with operations in 18 countries. In the quarter ended June 30, 2013, we had net revenues of \$534.8 million, of which \$413.2 million, or 77.3%, was from clients other than GE, which we refer to as Global Clients, with the remaining \$121.6 million, or 22.7%, of net revenues coming from GE.

In the 12 months ending June 30, 2013, 55 client relationships each contributed revenues of \$5 – \$15 million, up from 41 such relationships as of June 30, 2012, 14 client relationships each contributed revenues of \$15 – \$25 million, up from 11 such relationships as of June 30, 2012 and 12 client relationships each contributed revenues of \$25 million or more, up from 10 such client relationships as of June 30, 2012.



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Our registered office is located at Canon's Court, 22 Victoria Street, Hamilton HM 12, Bermuda.

### **The Company**

Our business was initially conducted through various entities and divisions of GE. In 2004, GE placed these operations under a newly formed Luxembourg company and sold indirect interests in us to General Atlantic LLC, or General Atlantic, and Oak Hill Capital Partners, or Oak Hill. In 2007, we became a Bermuda company named Genpact Limited and completed our initial public offering. In 2012, General Atlantic and Oak Hill sold the majority of their interests in us to affiliates of Bain Capital Investors, LLC, or Bain Capital.

### **Acquisitions**

From time to time we may make acquisitions or engage in other strategic transactions if suitable opportunities arise, and we may use cash, securities or other assets as consideration.

In March 2013, we increased our interest in NGEN Media Services Private Limited ("NGEN") to 100% from 50%, making NGEN a wholly-owned subsidiary. We acquired the 50% equity interest for cash consideration of \$0.2 million. NGEN is engaged in the business of media services outsourcing.

In February 2013, we completed the acquisition of 100% of the outstanding equity interests in each of Jawood Business Process Solutions, LLC ("Jawood") and Felix Software Solutions Private Limited ("Felix"), providers of business consulting and information technology services to the healthcare payer industry. Felix had been a key sub-contractor to Jawood. This transaction strengthens our solutions and services offerings in the healthcare payer market. Pursuant to the terms of the acquisition agreements with the respective sellers, the preliminary estimated purchase consideration for Jawood and Felix (collectively referred to as the "Jawood business") is \$48.3 million. Goodwill representing the excess of the preliminary estimated purchase price over the net assets acquired amounted to \$35.9 million and has been allocated to our India reporting unit. The purchase consideration for the Jawood business is pending final adjustment for closing date net working capital, indebtedness and cash in accordance with the terms of the acquisition agreement and may result in a corresponding adjustment to goodwill during the measurement period. The measurement period will not exceed one year from the acquisition date.

In September 2012, we acquired 100% of the outstanding common and preferred stock of Atyati Technologies Private Limited ("Atyati"), a cloud-hosted technology platform provider for the rural banking sector in India, which gives us access to this rapidly growing segment as well as some strategic India client relationships, for initial cash consideration of \$19.4 million subject to adjustment based on the closing date final working capital amount. The acquisition agreement also provides for additional deferred consideration which has a discounted value of \$2.5 million and earn-out consideration (ranging from \$0 to \$14.4 million based on gross profit for the year ending March 31, 2014) which had an estimated fair value of \$1.5 million. Goodwill representing the excess of the preliminary estimated purchase price over the net assets acquired amounted to \$23.4 million and has been allocated to our India reporting unit. The purchase consideration for the Atyati business is pending final adjustment for closing date net working capital, indebtedness and cash in accordance with the terms of the acquisition agreement and may result in a corresponding adjustment to goodwill during the measurement period. The measurement period will not exceed one year from the acquisition date.

In August 2012, we acquired 100% of the outstanding equity interest in Triumph Engineering, Corp. and Triumph On-Demand, Inc. (collectively, the "Triumph companies"), U.S.-based providers of engineering services to the aviation, energy, and oil and gas industries, giving us engineering services capabilities for heavy manufacturing industry, for initial cash consideration of \$3.6 million, subject to adjustment based on working capital and closing indebtedness. The acquisition agreement provided for additional deferred consideration which has a discounted value of \$0.4 million and earn-out consideration (ranging from \$0 to \$4.5 million based on gross profit for the years ending December 31, 2013 and 2014) which had an estimated fair value of \$3.3 million. During the period ended June 30, 2013, we recorded a measurement period adjustment which resulted in decrease in purchase consideration by \$0.01 million with corresponding change to goodwill. Goodwill representing the excess of the purchase price over the net assets acquired amounted to \$4.5 million and has been allocated to our India reporting unit.

In April 2012, we acquired 100% of the outstanding equity interest in Accounting Plaza B.V. ("Accounting Plaza"), a provider of finance and accounting, human resources and PeopleSoft ERP services, to give us domain expertise in retail industry and significantly expand our European presence, for cash consideration of \$38.7 million subject to adjustments based on the transfer of pension funds, underfunding in pension funds and sellers warranty breaches including certain other transactions and transaction costs. There are no contingent consideration arrangements in connection with the acquisition. Goodwill representing the excess of the purchase price over the net assets acquired amounted to \$25.5 million and has been allocated to our Europe reporting unit.

### **Divestitures**

In the quarter ended March 31, 2013, we completed the divestiture of Hello Communications (Shanghai) Co. Ltd., a subsidiary engaged in the business of providing offshore tele-sales and other voice-based support services to telecom carriers and IT/telecom equipment manufacturers in Asia. The divestiture was made for cash consideration of \$1.0 million, resulting in a loss of \$0.4 million. The results of operations of Hello Communications (Shanghai) Co., Ltd. are not material to the Company's results of operations or financial condition and, therefore, are not reflected as discontinued operations for the periods presented.

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During the period ended June 30, 2013, we decided to either divest or discontinue one of our subsidiaries, Clearbizz B.V, which is engaged in the business of providing electronic invoicing services in the Netherlands, and was acquired as a part of the acquisition of Accounting Plaza. The estimated loss of \$1.3 million on the expected sale of Clearbizz B.V. has been reserved within other income (expense), net in the Consolidated Statements of Income. The results of operations of Clearbizz B.V. are not material to the Company's results of operations or financial condition and, therefore, are not reflected as discontinued operations for the periods presented.

In the quarter ended June 30, 2013, we decided to either divest or discontinue one of our subsidiaries, Gantthead.com, Inc., an online technology portal for project management, which was acquired as a part the acquisition of Headstrong. An amount of \$2.3 million has been reserved representing estimated loss on the expected sale of Gantthead.com, Inc. within other income (expense), net in the Consolidated Statements of Income. The results of operations of Gantthead.com, Inc. are not material to the Company's results of operations or financial condition and, therefore, are not reflected as discontinued operations for the periods presented.

The above divestures have been undertaken or planned in accordance with our strategy to allocate capital and resources to support profitable growth and a higher return on investment.

### **Critical Accounting Policies and Estimates**

For a description of our critical accounting policies, see Note 2—"Summary of significant accounting policies" under Item 1—"Financial Statements" above and Part II, Item 7—"Management's Discussion and Analysis of Financial Condition and Results of Operations—Critical Accounting Policies and Estimates" in our Annual Report on Form 10-K for the year ended December 31, 2012.

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**Results of Operations**

The following table sets forth certain data from our income statement for the three months and six months ended June 30, 2012 and 2013.

	Three months ended June 30,		Six months ended June 30,		Percentage Change Increase/(Decrease)	
	2012	2013	2012	2013	Three months ended June 30, 2013 vs. 2012	Six months ended June 30, 2013 vs. 2012
	(dollars in millions)		(dollars in millions)			
Net revenues—GE	\$ 126.2	\$ 121.6	\$ 242.1	\$ 238.7	(3.6)%	(1.4)%
Net revenues—Global Clients	341.4	413.2	661.0	800.0	21.0%	21.0%
<b>Total net revenues</b>	<b>467.6</b>	<b>534.8</b>	<b>903.1</b>	<b>1,038.7</b>	<b>14.4%</b>	<b>15.0%</b>
Cost of revenue	285.2	332.7	550.7	644.4	16.7%	17.0%
<b>Gross profit</b>	<b>182.4</b>	<b>202.1</b>	<b>352.4</b>	<b>394.2</b>	<b>10.8%</b>	<b>11.9%</b>
<b>Gross profit Margin</b>	<b>39.0%</b>	<b>37.8%</b>	<b>39.0%</b>	<b>38.0%</b>		
Operating expenses						
Selling, general and administrative expenses	114.3	118.4	219.3	231.6	3.6%	5.6%
Amortization of acquired intangible assets	5.8	6.2	11.1	11.7	6.8%	5.9%
Other operating (income) expense, net	(0.8)	(0.5)	(1.5)	(1.1)	(39.3)%	(28.1)%
<b>Income from operations</b>	<b>63.1</b>	<b>78.0</b>	<b>123.6</b>	<b>151.9</b>	<b>23.5%</b>	<b>22.9%</b>
<b>Income from operations as a percentage of Total Net revenues</b>	<b>13.5%</b>	<b>14.6%</b>	<b>13.7%</b>	<b>14.6%</b>		
Foreign exchange (gains) losses, net	(22.0)	(17.2)	(18.3)	(13.8)	21.8%	24.6%
Other income (expense), net	(0.7)	(10.5)	(0.8)	(15.7)	1,407.7%	1,801.6%
<b>Income before Equity-method investment activity, net and income tax expense</b>	<b>84.4</b>	<b>84.6</b>	<b>141.1</b>	<b>150.1</b>	<b>0.2%</b>	<b>6.4%</b>
Equity-method investment activity, net	0.0	(0.1)	0.0	(0.1)	(584.6)%	(511.5)%
<b>Income before income tax expense</b>	<b>84.4</b>	<b>84.7</b>	<b>141.1</b>	<b>150.2</b>	<b>0.3%</b>	<b>6.5%</b>
Income tax expense	21.6	19.2	38.0	36.5	(11.1)%	(4.0)%
<b>Net Income</b>	<b>62.8</b>	<b>65.5</b>	<b>103.1</b>	<b>113.7</b>	<b>4.3%</b>	<b>10.3%</b>
Net income attributable to noncontrolling interest	1.7	1.6	3.4	3.1	(6.7)%	(9.2)%
<b>Net income attributable to Genpact Limited shareholders</b>	<b>\$ 61.1</b>	<b>\$ 63.9</b>	<b>\$ 99.6</b>	<b>\$ 110.6</b>	<b>4.6%</b>	<b>11.0%</b>
<b>Net income attributable to Genpact Limited shareholders as a percentage of Total Net revenues</b>	<b>13.1%</b>	<b>11.9%</b>	<b>11.0%</b>	<b>10.6%</b>		

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“Net revenues-Global Clients” for the six months and three months ended June 30, 2012 disclosed above includes net revenues earned from a client in which one of our directors has a controlling interest, and another client which was a significant shareholder in the Company at that time. “Net revenues- Global Clients” for the six months and three months ended June 30, 2013 disclosed above includes net revenues earned from, a client in which one of our directors has a controlling interest and a client which is an affiliate of a significant shareholder of the Company. (Refer to note 20 in Part I – Financial Statements.)

**Three Months Ended June 30, 2013 Compared to the Three Months Ended June 30, 2012**

*Net revenues.* Our net revenues were \$534.8 million in the three months ended June 30, 2013, up \$67.2 million, or 14.4%, from the three months ended June 30, 2012. Our growth in net revenues was primarily due to an increase in business process management (BPM) services and information technology (IT) services for existing Global Clients and acquisitions completed during 2012 and 2013. Our average headcount was approximately 58,300 in the second quarter of 2013, up 5.2% from the second quarter of 2012. Our annualized revenue per employee was approximately \$36.7 thousand in the second quarter of 2013, up \$2.8 thousand from the second quarter of 2012.

Net revenues from our IT services were \$133.0 million in the second quarter of 2013, up \$23.0 million, or 20.9%, from the second quarter of 2012, primarily driven by existing Global Clients and the acquisition of the Jawood business. BPM revenues were \$401.8 million in the second quarter of 2013, up \$44.2 million, or 12.4%, from the second quarter of 2012, primarily led by existing Global Clients and the acquisitions of the Triumph Companies and Atyati. Growth in BPM services includes a \$6.1 million increase in our Smart Decision Services revenues, primarily from Global Clients. Net revenue from our IT services business as a percentage of total net revenues increased to 24.9% in the second quarter of 2013, up from 23.5% in the second quarter of 2012. Revenues from business process management services as a percentage of total net revenues decreased to 75.1% in the second quarter of 2013 from 76.5% in the second quarter of 2012.

Net revenues from Global Clients were \$413.2 million in the second quarter of 2013, up \$71.8 million, or 21.0%, from the second quarter of 2012. \$19.5 million, or 27.1%, of the increase was from clients in the banking and financial services industries. \$21.6 million, or 30.1%, of the increase came from clients in the consumer packaged goods, pharmaceutical and healthcare industries, including IT services revenue from the acquisition of the Jawood business. \$22.3 million, or 31.0%, of the increase was from clients in the business services vertical.

Net revenues from GE were \$121.6 million in the second quarter of 2013, down \$4.6 million, or 3.6%, from the second quarter of 2012. As described in “Management’s Discussion and Analysis of Financial Condition and Results of Operations — Overview — Classification of Certain Net Revenues” in our Annual Report on Form 10-K for the year ended December 31, 2012, net revenues from certain businesses in which GE ceased to be a 20% shareholder are classified as a part of GE net revenues up to the time of their divestiture by GE and as a part of Global Client net revenues post divestiture. Net revenues from GE in the second quarter of 2013 decreased by 0.9% compared to the second quarter of 2012 after excluding net revenues from such dispositions by GE.

We saw growth in all of our geographical regions in the second quarter of 2013. Net revenues from India-based service delivery centers were \$350.8 million in the second quarter of 2013, up \$37.2 million, or 11.8%, from the second quarter of 2012. A portion of net revenues attributable to India-based service delivery centers includes net revenues for services performed from delivery centers outside India or at clients’ premises outside of India by business units or personnel normally based in India. Net revenues from delivery centers located in the Americas contributed \$75.0 million of total net revenues, up 34.3% from the second quarter of 2012. In the second quarter of 2013, delivery centers located in Europe contributed \$54.0 million of total net revenues, up 14.2% from the second quarter of 2012. The balance of net revenues, which is attributable to Asia, other than India, was \$54.9 million, up 8.2% million from the second quarter of 2012.

*Cost of revenue.* The following table sets forth the components of our cost of revenue:

	<b>Three Months Ended June 30,</b>		<b>Percentage Change Increase/(Decrease) 2013 vs. 2012</b>
	<b>2012</b>	<b>2013</b>	
	(dollars in millions)		
Personnel expenses	\$ 195.1	\$ 229.1	17.4%
Operational expenses	78.1	91.2	16.9%
Depreciation and amortization	12.1	12.4	2.6%
<b>Cost of revenue</b>	<b>\$ 285.2</b>	<b>\$ 332.7</b>	<b>16.7%</b>
<b>Cost of revenue as a percentage of total net revenues</b>	<b>61.0%</b>	<b>62.2%</b>	

Cost of revenue for the second quarter of 2013 was \$332.7 million, up \$47.5 million from the second quarter of 2012. Of this increase, \$16.2 million is attributable to acquisitions completed after the second quarter of 2012. Another \$7.5 million of the increase in cost of revenue relates to higher facility and infrastructure related expenses and communication expenses. An increase in operational headcount of approximately 2,900 employees and wage inflation also resulted in a higher cost of revenue for the second quarter of 2013 compared to the second quarter of 2012. The increase is also a result of a higher loss on our Indian rupee-U.S. dollar hedges (net of unhedged costs) in the second quarter of 2013 compared to the second quarter of 2012. The increase in cost of revenue was partially offset by a reduction in non-recoverable expenses through productivity in internal travel expenses and business managed spends.

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*Personnel expenses.* Personnel expenses for the second quarter of 2013 were \$229.1 million, up \$34.0 million, or 17.4%, from the second quarter of 2012. \$10.3 million of the total increase is attributable to acquisitions completed after the second quarter of 2012. To manage additional growth, our average operational headcount, excluding these acquisitions, increased by approximately 2,900 employees, or 6.1%, compared to the second quarter of 2012. The increase also resulted from wage inflation and a higher loss on our Indian rupee-U.S. dollar hedges (net of unhedged costs) in the second quarter of 2013 compared to the second quarter of 2012. As a result, personnel expenses as a percentage of net revenues increased from 41.7% in the second quarter of 2012 to 42.8% in the second quarter of 2013.

*Operational expenses.* Operational expenses as a component of cost of revenue were \$91.2 million in the second quarter of 2013, up \$13.2 million, or 16.9%, from the second quarter of 2012. Of this increase, \$5.7 million is attributable to acquisitions completed after the second quarter of 2012. Additionally, we expensed approximately \$5.5 million in the second quarter of 2013 in connection with the expansion of our existing facilities and the opening of new delivery centers in China, Poland and the U.S. after the second quarter of 2012. The balance of the increase is primarily attributable to a higher loss on our Indian rupee-U.S. dollar hedges (net of unhedged costs) in the second quarter of 2013 compared to the second quarter of 2012. This increase was partially offset by lower internal business travel costs and managed spends in the second quarter of 2013 compared to the second quarter of 2012. As a result, operational expenses as a percentage of net revenues increased from 16.7% in the second quarter of 2012 to 17.1% in the second quarter of 2013.

*Depreciation and amortization expenses.* Depreciation and amortization expenses as a component of cost of revenue were \$12.4 million in the second quarter of 2013, up \$0.3 million from the second quarter of 2012. The depreciation on the expansion of certain existing facilities and the addition of new delivery centers was substantially offset by an increase in fully depreciated assets since the second quarter of 2012. Further, \$0.2 million is attributable to acquisitions completed after the second quarter of 2012. A higher loss on our Indian rupee-U.S. dollar hedges (net of unhedged costs) also contributed to the increase in depreciation and amortization expenses. As a percentage of net revenues, depreciation and amortization expenses declined to 2.3% in the second quarter of 2013 from 2.6% in the second quarter of 2012.

As a result of the foregoing, our gross profit increased by \$19.7 million, or 10.8%, and our gross margin decreased from 39.0% in the second quarter of 2012 to 37.8% in the second quarter of 2013.

*Selling, general and administrative expenses.* The following table sets forth the components of our selling, general and administrative expenses:

	Three Months Ended June 30,		Percentage Change Increase/(Decrease) 2013 vs. 2012
	2012	2013	
	(dollars in millions)		
Personnel expenses	\$ 79.6	\$ 85.7	7.7%
Operational expenses	32.5	30.6	(5.8)%
Depreciation and amortization	2.2	2.1	(3.9)%
<b>Selling, general and administrative expenses</b>	<b>\$ 114.3</b>	<b>\$ 118.4</b>	<b>3.6%</b>
<b>SG&amp;A as a percentage of total net revenues</b>	<b>24.4%</b>	<b>22.1%</b>	

Selling, general and administrative, or SG&A, expenses for the second quarter of 2013 were \$118.4 million, up \$4.2 million from the second quarter of 2012. Of this increase, \$4.0 million is attributable to acquisitions completed after the second quarter of 2012. Additionally, increased hiring of sales personnel in our targeted vertical markets—Banking and Financial Services, Consumer Packaged Goods, Life Sciences and Healthcare and Business Services—along with the effect of wage inflation resulted in higher SG&A expenses. The increase is also a result of a higher loss on our Indian rupee-U.S. dollar hedges (net of unhedged costs) in the second quarter of 2013 compared to the second quarter of 2012. This increase in expenses was partially offset by a net reduction in our headcount along with a reduction in internal travel through optimal use of collaborative tools.

*Personnel expenses.* The largest component of the increase in SG&A expenses was personnel expenses, which amounted to \$85.7 million in the second quarter of 2013, up \$6.1 million from the second quarter of 2012. Of this increase, \$2.3 million is attributable to personnel expenses from acquisitions completed after the second quarter of 2012. Further, there was a 10.6% increase in sales team personnel expenses to support growth. A higher loss on our Indian rupee-U.S. dollar hedges (net of unhedged costs) and wage inflation also contributed to the increase in SG&A expenses in the second quarter of 2013 compared to the second quarter of 2012. This increase was partially offset by a net reduction in our headcount in the second quarter of 2013. As a percentage of net revenues, personnel expenses decreased from 17.0% in the second quarter of 2012 to 16.0% in the second quarter of 2013.

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*Operational expenses.* Operational expenses as a component of SG&A expenses decreased by \$1.9 million, or 5.8%, in the second quarter of 2013. This decrease was primarily due to reduced internal travel costs and more productive marketing spends. In the second quarter of 2012, we expensed one-time legal and consultancy fees amounting to \$0.9 million in connection with a change of shareholding and capital restructuring, which was offset by an expense of \$1.1 million in the second quarter of 2013 resulting from the amendment of our existing debt facility. This decrease was partially offset by \$0.5 million of additional operational expenses in connection with acquisitions completed after the second quarter of 2012. In addition, a higher loss on our Indian rupee-U.S. dollar hedges (net of unhedged costs) resulted in a greater increase in expenses in the second quarter of 2013 compared to the second quarter of 2012. As a net result, operational expenses as a percentage of net revenues decreased from 6.9% in the second quarter of 2012 to 5.7% in the second quarter of 2013.

*Depreciation and amortization expenses.* Depreciation and amortization expenses as a component of SG&A expenses decreased by \$0.1 million in the second quarter of 2013. This decrease was in spite of an additional capital expenditure of \$1.2 million resulting from acquisitions completed after the second quarter of 2012. The depreciation on the expansion of certain existing facilities and the addition of new delivery centers was more than offset by an increase in fully depreciated assets since the second quarter of 2012. Further, a higher loss on our Indian rupee-U.S. dollar hedges (net of unhedged costs) contributed to the increase in the depreciation and amortization expense. As a result, depreciation and amortization expenses as a percentage of net revenues declined to 0.4% in the second quarter of 2013 from 0.5% in the second quarter of 2012.

*Amortization of acquired intangibles.* Non-cash charges on the amortization of acquired intangibles in the second quarter of 2013 were \$6.2 million, up \$0.4 million from the second quarter of 2012. The acquisitions completed after the second quarter of 2012 resulted in an additional amortization expense of \$1.1 million. This expense was substantially offset by a decline in intangibles acquired during the Company's 2004 reorganization of \$1.0 million which were fully amortized after June 2012. In each case, the amortization was consistent with the applicable estimated useful life of the acquired intangibles.

*Other operating (income) expense, net.* Other net operating income for the second quarter of 2013 was \$0.5 million, down \$0.3 million from the second quarter of 2012. We recorded a non-recurring provision for impairment of \$2.4 million in the second quarter of 2013 against certain capital assets in India that are no longer strategic to our growth. This expense was offset by a gain of \$2.3 million on account of a change in the fair value of earn-out consideration relating to the acquisitions of Empower, the Triumph Companies and Atyati. The balance of the decrease is primarily attributable to lower income from shared services with GE due to lower usage of our delivery centers.

*Income from operations.* As a result of the foregoing factors, income from operations increased by \$63.2 million to \$78.0 million in the second quarter of 2013. As a percentage of net revenues, income from operations increased from 13.5% in the second quarter of 2012 to 14.6% in the second quarter of 2013.

*Foreign exchange (gains) losses, net.* We recorded a net foreign exchange gain of \$17.2 million in the second quarter of 2013, compared to a net gain of \$22.0 million in the second quarter of 2012, primarily due to the re-measurement of our non-functional currency assets and liabilities and related foreign exchange contracts resulting from further depreciation of the Indian rupee against the U.S. dollar in the second quarter of 2013 compared to the second quarter of 2012.

*Other income (expense), net.* The following table sets forth the components of other income (expense), net:

	Three Months ended June 30,		Percentage Change Increase/(Decrease) 2013 vs. 2012
	2012	2013	
Interest income	\$ 2.4	\$ 4.5	88.1%
Interest expense	(3.4)	(12.8)	275.5%
Provision for loss on divestitures	—	(2.9)	NM*
Other income (expense)	0.3	0.7	120.2%
Other income (expense), net	\$ (0.7)	\$ (10.5)	1,407.7%
<b>Other income (expense), net as a percentage of total net revenues</b>	<b>(0.1)%</b>	<b>(2.0)%</b>	

\* Not Measurable

We recorded net other expense of \$10.5 million in the second quarter of 2013 compared to \$0.7 million in the second quarter of 2012. This increase was primarily on account of a higher interest expense of \$9.4 million resulting from the amendment to our existing debt facility obtained in August 2012 with the consortium of financial institutions as explained in the note "Financial Condition." As a result of the amendment, we expensed \$3.1 million representing a partial acceleration of the amortization of the

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existing unamortized debt issuance costs and part of the additional fee paid to lenders. The amendment of the revolving facility resulted in the accelerated amortization of \$0.1 million relating to the existing unamortized debt issuance cost. The interest expense increased by \$6.4 million in the second quarter of 2013 primarily on account of higher outstanding borrowings of \$660.0 million as of June 30, 2013 compared to \$88.5 million as of June 30, 2012. As a result of the amended borrowings, the weighted average rate of interest with respect to outstanding debt under our debt facility increased from 2.1% in the second quarter of 2012 to 4.1% in the second quarter of 2013. We also reserved \$0.6 million and \$2.3 million, respectively, on account of the planned divestiture or discontinuance of Clearbizz B.V. and Gantthead.com, Inc. Refer to “Divestitures” in Part I, Item 2—“Management’s Discussion and Analysis of Financial Condition and Results of Operations.” This increase in other expenses was partially offset by higher interest income of \$2.1 million mainly on account of higher deposits placed in India during the second quarter of 2013 compared to the second quarter of 2012.

*Income before equity method investment activity, net, and income tax expense.* As a result of the foregoing factors, income before equity method investment activity, net, and income tax expense increased by \$0.2 million. As a percentage of net revenues, income before equity method investment activity, net, and income tax decreased from 18.1% in the second quarter of 2012 to 15.8% in the second quarter of 2013.

*Equity method investment activity, net.* This represents our share of income from our non-consolidated affiliates, NGEN Media Services Private Limited (NGEN), a joint venture with NDTV Networks Plc., and NIIT Uniqua, a joint venture with NIIT, one of the largest training institutes in Asia. In March 2013, we acquired the remaining equity interest in NGEN.

*Income before income tax expense.* As a result of the foregoing factors, income before income tax expense increased by \$0.3 million. As a percentage of net revenues, income before income tax expense decreased from 18.1% of net revenues in the second quarter of 2012 to 15.8% of net revenues in the second quarter of 2013.

*Income tax expense.* Our income tax expense decreased from \$21.6 million in the second quarter of 2012 to \$19.2 million in the second quarter of 2013, representing an effective tax rate of 23.1% in the second quarter of 2013, down from 26.1% in the second quarter of 2012. This decrease was primarily driven by the growth of our operations in low tax and tax-exempt locations, primarily in India, and the impact of certain period items in the second quarter of 2013.

*Net income.* As a result of the foregoing factors, net income increased by \$2.7 million to \$65.5 million in the second quarter of 2013 from \$62.8 million in the second quarter of 2012. As a percentage of net revenues, our net income decreased from 13.4% of net revenues in the second quarter of 2012 to 12.2% of net revenues in the second quarter of 2013.

*Net income attributable to noncontrolling interest.* Noncontrolling interest refers to the noncontrolling partners’ interest in the operation of Genpact Netherlands B.V. It represents the apportionment of profits to the minority partners of Genpact Netherlands B.V. Net income attributable to noncontrolling interest decreased marginally from \$1.7 million in the second quarter of 2012 to \$1.6 million in the second quarter of 2013.

*Net income attributable to Genpact Limited shareholders.* As a result of the foregoing factors, net income attributable to Genpact Limited shareholders increased by \$2.8 million from \$61.1 million in the second quarter of 2012 to \$63.9 million in the second quarter of 2013. As a percentage of net revenues, net income decreased from 13.1% of net revenues in the second quarter of 2012 to 11.9% of net revenues in the second quarter of 2013.

### **Six Months Ended June 30, 2013 Compared to the Six Months Ended June 30, 2012**

*Net revenues.* Our net revenues were \$1,038.7 million in the six months ended June 30, 2013, up \$135.5 million, or 15.0%, from the six months ended June 30, 2012. The growth in net revenues was primarily due to an increase in both BPM and IT services for existing Global Clients and acquisitions completed during 2012 and 2013. Our average headcount was approximately 58,600 in the first half of 2013, up 6.9% from the first half of 2012. Our annualized revenue per employee was approximately \$35.6 thousand in the first half of 2013, up \$2.2 thousand from the first half of 2012.

Net revenues from IT services for the first half of 2013 were \$252.9 million, up \$39.9 million, or 18.7%, from the first half of 2012, primarily driven by revenues from existing Global Clients and the acquisition of the Jawood business. BPM revenues for the first half of 2013 were \$785.8 million, up \$95.7 million, or 13.9% from the first half of 2012, primarily led by revenues from existing Global Clients and the acquisitions of the Triumph Companies and Atyati. Growth in BPM services includes a \$6.4 million increase in our Smart Decision Services revenue primarily from Global Clients.

Net revenues from IT services as a percentage of total net revenues increased to 24.3% in the first half of 2013 from 23.6% in the first half of 2012. BPM revenues as a percentage of total net revenues decreased to 75.7% in the first half of 2013 from 76.4% in the first half of 2012.

Net revenues from Global Clients for the first half of 2013 were \$800.0 million, up \$139.0 million, or 21.0%, from the first half of 2012. Of this increase, \$46.4 million, or 33.4%, was from clients in the banking and financial services industries. \$46.7



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million, or 33.6%, of the increase came from clients in the consumer packaged goods, pharmaceutical and healthcare industries, including IT services revenue from the acquisition of the Jawood business. Additionally, \$27.2 million, or 19.6%, of total Global Client net revenues came from the business services industry vertical. As a percentage of total net revenues, net revenues from Global Clients increased from 73.2% in the first half of 2012 to 77.0% in the first half of 2013.

Net revenues from GE in the first half of 2013 were \$238.7 million, down \$3.4 million, or 1.4%, from the first half of 2012. As described under “Management’s Discussion and Analysis of Financial Condition and Results of Operations — Overview — Classification of Certain Net Revenues” in our Annual Report on Form 10-K for the year ended December 31, 2012, revenues from certain businesses in which GE ceased to be a 20% shareholder are classified as a part of GE net revenues up to the time of their divestiture by GE and as a part of Global Clients revenues post divestiture. Net revenues from GE for the first half of 2013 increased by 0.2% compared to the first half of 2012 after excluding net revenues from such dispositions by GE.

Net revenues grew in all of our geographic delivery regions in the first half of 2013. Net revenues from India-based service delivery centers were \$681.2 million in the first half of 2013, up \$82.1 million from the first half of 2012. A portion of net revenues attributable to India-based service delivery centers includes net revenues for services performed from delivery centers outside of India or at clients’ premises outside of India by business units or personnel normally based in India. Net revenues from delivery centers located in the Americas contributed \$141.0 million, up 25.8% from the first half of 2012. In the first half of 2013, delivery centers located in Europe contributed \$105.5 million to total net revenues, up 22.5% from the first half of 2012. The balance of net revenues, which are attributable to Asia, other than India, were \$111.0 million, up 4.9% from the first half of 2012.

*Cost of revenue.* The following table sets forth the components of our cost of revenue:

	Six Months Ended June 30,		Percentage Change Increase/(Decrease) 2013 vs. 2012
	2012	2013	
	(dollars in millions)		
Personnel expenses	\$ 380.6	\$ 447.5	17.6%
Operational expenses	146.0	172.7	18.2%
Depreciation and amortization	24.0	24.2	0.9%
<b>Cost of revenue</b>	<b>\$ 550.7</b>	<b>\$ 644.4</b>	<b>17.0%</b>
<b>Cost of revenue as a percentage of total net revenues</b>	<b>61.0%</b>	<b>62.0%</b>	

Cost of revenue for the first half of 2013 was \$644.4 million, up \$93.8 million, or 17.0%, from the first half of 2012. Of this increase, \$36.8 million is attributable to acquisitions completed during 2012 and 2013. Another \$15.7 million of the increase in cost of revenue relates to higher facility and infrastructure related expenses, business related travel, communication and other expenses. An average increase in operational headcount of 3,600 employees and wage inflation also resulted in a higher cost of revenue for the first half of 2013 compared to the first half of 2012. The increase is also a result of a higher loss on our Indian rupee-U.S. dollar hedges (net of unhedged costs) in the first half of 2013 compared to the first half of 2012, which is partially offset by a reduction in non-recoverable expenses.

*Personnel expenses.* Personnel expenses for the first half of 2013 were \$447.5 million, up \$66.9 million, or 17.6%, from the first half of 2012. \$23.8 million of this increase is attributable to acquisitions completed during 2012 and 2013. To manage additional growth, our average operational headcount, excluding these acquisitions, increased by approximately 3,600 employees, or 7.5%, in the first half of 2013 compared to the first half of 2012. Wage inflation and a higher loss on our Indian rupee-U.S. dollar hedges (net of unhedged costs) in the first half of 2013 compared to the first half of 2012 also contributed to the increase in the cost of revenue. As a result, personnel expenses as a percentage of net revenues increased from 42.1% in the first half of 2012 to 43.1% in the first half of 2013.

*Operational expenses.* As a component of cost of revenue, operational expenses for the first half of 2013 were \$172.7 million, up \$26.6 million, or 18.2%, from the first half of 2012. Of this increase, \$12.4 million is attributable to acquisitions completed during 2012 and 2013. Additionally, in the first half of 2013, we expensed approximately \$8.9 million in connection with expanding existing facilities and opening new delivery centers in China, India and Poland after the first half of 2012. The balance of the increase is attributable to a higher loss on our Indian rupee-U.S. dollar hedges (net of unhedged costs) in the first half of 2013 compared to the first half of 2012. As a result, operational expenses as a percentage of net revenues increased from 16.2% in the first half of 2012 to 16.6% in the first half of 2013.

*Depreciation and amortization expenses.* As a component of cost of revenue, depreciation and amortization expenses for the first half of 2013 were \$24.2 million, up \$0.2 million, or 0.9%, from the first half of 2012. The depreciation on the expansion of

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certain existing facilities and the addition of new delivery centers was substantially offset by an increase in fully depreciated assets since the first half of 2012. Further, \$0.6 million is attributable to acquisitions completed during 2012 and 2013. A higher loss on our Indian rupee-U.S. dollar hedges (net of unhedged costs) also contributed to the increase in the depreciation and amortization expenses. As a percentage of net revenues, depreciation and amortization expenses declined to 2.3% in the first half of 2013 from 2.7 % in the first half of 2012.

As a result of the foregoing, our gross profit increased by \$41.8 million, or 11.9%, and our gross margin decreased from 39.0% in the first half of 2012 to 38.0% in the first half of 2013.

*Selling, general and administrative expenses.* The following table sets forth the components of our selling, general and administrative expenses:

	Six Months Ended June 30,		Percentage Change Increase/(Decrease) 2013 vs. 2012
	2012	2013	
	(dollars in millions)		
Personnel expenses	\$ 150.5	\$ 167.8	11.5%
Operational expenses	64.4	59.5	(7.5)%
Depreciation and amortization	4.4	4.3	(1.8)%
<b>Selling, general and administrative expenses</b>	<b>\$ 219.3</b>	<b>\$ 231.6</b>	<b>5.6%</b>
<b>SG&amp;A as a percentage of total net revenues</b>	<b>24.3%</b>	<b>22.3%</b>	

Selling, general and administrative expenses for the first half of 2013 were \$231.6 million, up \$12.4 million, or 5.6%, from the first half of 2012. \$9.1 million of this increase is attributable to acquisitions completed during 2012 and 2013. Additionally, the hiring of sales personnel in our targeted vertical markets—Banking and Financial Services, Consumer Packaged Goods, Life Sciences and Healthcare and Business Services—along with the effect of wage inflation contributed to higher SG&A expenses. The increase is also a result of a higher loss on our Indian rupee-U.S. dollar hedges (net of unhedged costs) in the first half of 2013 compared to the first half of 2012. This increase in expenses was partially offset by a net reduction in our headcount in the first half of 2013 along with a reduction in internal travel through optimal use of collaborative tools and efficiencies leading to lower general and administrative expenses in the first half of 2013. The first half of 2012 also included one-time legal and consultancy fees amounting to \$2.2 million in connection with a change of shareholding and capital restructuring, which fees were partially offset by an expense of \$1.1 million in the second quarter of 2013 resulting from the amendment of our debt facility.

*Personnel expenses.* Personnel expenses in the first half of 2013 were \$167.8 million, up \$17.3 million, or 11.5%, from the first half of 2012. \$5.4 million of this increase is attributable to acquisitions completed during 2012 and 2013. Further, there was a 12.9% increase in sales team personnel expenses to support growth. Wage inflation also contributed to higher personnel expenses in the first half of 2013. This increase was partially offset by a decrease in stock-based compensation expenses from \$13.5 million in the first half of 2012 to \$12.4 million in the first half of 2013, resulting mainly from updated forfeiture rate assumptions made in the first half of 2013. The balance of the increase was the result of a higher loss on our Indian rupee-U.S. dollar hedges (net of unhedged costs) in the first half of 2013 compared to the first half of 2012. This increase was partially offset by a net reduction in our headcount in the first half of 2013. As a percentage of net revenues, personnel expenses decreased from 16.7% in the first half of 2012 to 16.2% in the first half of 2013.

*Operational expenses.* Operational expenses as a component of SG&A expenses were \$59.5 million in the first half of 2013, down \$4.9 million, or 7.5%, from the first half of 2012. This decrease was in spite of the acquisitions completed during 2012 and 2013, which contributed \$1.9 million to the increase in operational expenses in the first half of 2013. In addition, \$1.1 million of expenses resulting from the amendment of our existing debt facility as described below in the note “Financial Condition” contributed to the increase in operational expenses in the first half of 2013. The opening of new delivery centers, the expansion of existing sites, and a reserve for doubtful debts of \$3.0 million created in the first half of 2013 with respect to a client in China with an aged outstanding balance also resulted in an increase in operational expenses. However, this increase was more than offset by lower travel costs, more productive marketing spends, lower legal and consultancy costs and efficiencies in general and administrative spending in the first half of 2013. The first half of 2012 also included one-time legal and consultancy fees amounting to \$2.2 million in connection with a change of shareholding and capital restructuring. As a result, operational expenses as a percentage of net revenues decreased from 7.1% in the first half of 2012 to 5.7% in the first half of 2013.

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*Depreciation and amortization expenses.* Depreciation and amortization expenses as a component of SG&A expenses were \$4.3 million in the first half of 2013, down \$0.1 million from the first half of 2012. This decrease was in spite of an additional expense of \$1.8 million resulting from the acquisitions completed during 2012 and 2013. The depreciation on the expansion of certain existing facilities and the addition of new delivery centers was more than offset by an increase in fully depreciated assets since the first half of 2012. In addition, a higher loss on our Indian rupee-U.S. dollar hedges (net of unhedged costs) contributed to an increase in depreciation and amortization expenses. As a result, depreciation and amortization expenses as a percentage of net revenues decreased from 0.5% in the first half of 2012 to 0.4% in the first half of 2013.

*Amortization of acquired intangibles.* Non-cash charges on amortization of acquired intangibles in the first half of 2012 were \$11.7 million, up \$0.6 million from the first half of 2012. The acquisitions completed during 2012 and 2013 resulted in an additional amortization expense of \$1.5 million, which was partially offset by a decline in intangibles acquired during the Company's 2004 reorganization of \$2.1 million which were fully amortized after June 2012. In each case, the amortization was consistent with the applicable estimated useful life of the acquired intangible assets.

*Other operating (income) expense, net.* Net other operating income for the first half of 2013 was \$1.1 million, down \$0.4 million from the first half of 2012. In the first half of 2013, we recorded a non-recurring provision for impairment of \$2.4 million against certain capital assets that are no longer strategic to the Company's growth. This expense was offset by a gain of \$2.3 million on account of a change in the fair value of earn-out consideration relating to the acquisitions of Empower, Triumph Companies and Atyati. The balance of the decrease is primarily attributable to lower income from shared services with GE due to lower usage of our delivery centers.

*Income from operations.* As a result of the foregoing factors, income from operations increased by \$28.3 million to \$151.9 million in the first half of 2013. As a percentage of net revenues, income from operations increased from 13.7% in the first half of 2012 to 14.6% in the first half of 2013.

*Foreign exchange (gains) losses, net.* We recorded a net foreign exchange gain of \$13.8 million in the first half of 2013, compared to a net foreign exchange gain of \$18.3 million in the first half of 2012, primarily due to the re-measurement of our non-functional currency assets and liabilities and related foreign exchange contracts resulting from the further depreciation of the Indian rupee against the U.S. dollar in the first half of 2013 compared to the first half of 2012.

*Other income (expense), net.* The following table sets forth the components of other income (expense), net:

	Six Months ended June 30,		Percentage Change Increase/(Decrease) 2013 vs. 2012
	2012	2013	
Interest income	\$ 5.5	\$ 9.8	77.1%
Interest expense	(7.0)	(22.7)	226.3%
Provision for loss on divestitures	—	(3.7)	NM*
Other income	0.6	1.0	54.9%
<b>Other income (expense), net</b>	<b>\$ (0.8)</b>	<b>\$ (15.7)</b>	<b>1,801.6%</b>
<b>Other income (expense), net as a percentage of total net revenues</b>	<b>(0.1)%</b>	<b>(1.5)%</b>	

\* Not Measurable

We recorded net other expense of \$15.7 million, up \$14.8 million from the first half of 2012. This increase was primarily on account of an increase in interest expense of \$15.8 million resulting from the amendment to our existing debt facility obtained in August 2012 with a consortium of financial institutions. As a result of the amendment, we expensed \$3.1 million representing partial acceleration of the amortization of existing unamortized debt issuance costs and part of the additional fee paid to the lenders. Interest expense also increased by \$12.6 million in the first half of 2013 compared to the first half of 2012 primarily on account of higher outstanding borrowings of \$660.0 million as of June 30, 2013 compared to \$88.5 million as of June 30, 2012. As a result of the amended borrowings, the weighted average rate of interest with respect to outstanding debt under our debt facility increased from 2.1% in the first half of 2012 to 4.1% in the first half of 2013. We also reserved an amount of \$1.3 million and \$2.3 million, respectively, on account of the planned divestiture or discontinuance of Clearbizz B.V. and Gantthead.com, Inc. Refer to "Divestitures" in Part I, Item 2—"Management's Discussion and Analysis of Financial Condition and Results of Operations." These increases were partially offset by higher interest income of \$4.3 million mainly on account of higher cash deposits in India during the first half of 2013 compared to the first half of 2012.

*Income before equity method investment activity, net, and income tax expense.* As a result of the foregoing factors, income before equity method investment activity, net, and income tax expense increased by \$9.0 million. As a percentage of net revenues, income before equity method investment activity, net, and income tax expense decreased from 15.6% in the first half of 2012 to 14.5% in the first half of 2013.

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*Equity method investment activity, net.* This represents our share of loss from our non-consolidated affiliates, NGEN Media Services Private Limited, a joint venture with NDTV Networks Plc., and NIIT Uniqua, a joint venture with NIIT, one of the largest training institutes in Asia. In March 2013, we acquired the remaining equity interest in NGEN.

*Income before income tax expense.* As a result of the foregoing factors, income before income tax expense increased by \$9.1 million. As a percentage of net revenues, income before income tax expense decreased from 15.6% of net revenues in the first half of 2012 to 14.5% of net revenues in the first half of 2013.

*Income tax expense.* Our income tax expense decreased from \$38.0 million in the first half of 2012 to \$36.5 million in the first half of 2013, representing an effective tax rate of 24.8% in the first half of 2013, down from 27.6% in first half of 2012. This decrease was primarily driven by the growth of our operations in low tax and tax-exempt locations, primarily in India, and the impact of certain period items in the first half of 2013.

*Net income.* As a result of the foregoing factors, net income increased by \$10.7 million from \$103.1 million in the first half of 2012 to \$113.7 million in the first half of 2013. As a percentage of net revenues, net income decreased from 11.4% of net revenues in the first half of 2012 to 10.9% of net revenues in the first half of 2013.

*Net income attributable to noncontrolling interest.* Noncontrolling interest primarily refers to the noncontrolling partners' interest in the operation of Genpact Netherlands B.V. and the noncontrolling shareholders' interest in the operation of Hello Communications (Shanghai) Co., Ltd. This represents the profits or losses associated with the noncontrolling interest in those operations. Net income attributable to noncontrolling interest decreased from \$3.4 million in the first half of 2012 to \$3.1 million in the first half of 2013. This decrease was primarily driven by the divestiture of Hello Communications (Shanghai) Co., Ltd in the first quarter of 2013 described in note 3B in Item 1 – Financial Statements.

*Net income attributable to Genpact Limited shareholders.* As a result of the foregoing factors, net income attributable to Genpact Limited shareholders increased by \$11.0 million from \$99.6 million in the first half of 2012 to \$110.6 million in the first half of 2013. As a percentage of net revenues, net income decreased from 11.0% of net revenues in the first half of 2012 to 10.6% in the first half of 2013.

## Liquidity and Capital Resources

### Overview

Information about our financial position as of December 31, 2012 and June 30, 2013 is presented below:

	As of December 31, 2012	As of June 30, 2013	Percentage Change Increase/(Decrease)
	(dollars in millions)		
Cash and cash equivalents	\$ 459.2	\$ 519.1	13.0%
Short-term borrowings	80.0	115.0	43.8%
Long-term debt due within one year	5.0	4.3	(14.7)%
Long-term debt other than the current portion	656.9	655.7	(0.2)%
Genpact Limited total shareholders' equity	\$ 1,168.4	\$ 1,194.4	2.2%

### Financial Condition

We finance our operations and our expansion, including acquisitions, with cash from operations and borrowing facilities.

Our cash and cash equivalents were \$519.1 million as of June 30, 2013, up from \$459.2 million as of December 31, 2012. Our cash and cash equivalents as of June 30, 2013 were comprised of (a) \$185.7 million in cash in current accounts across all operating locations to be used for working capital and immediate capital requirements, (b) \$332.6 million in deposits with banks to be used for medium-term planned expenditure and capital requirements, and (c) \$0.8 million constituting a restricted cash balance.

As of June 30, 2013, \$508.2 million of the \$519.1 million of cash and cash equivalents was held by our non-Bermuda subsidiaries and branch offices. We intend to either permanently reinvest \$493.2 million of the cash held by our foreign subsidiaries or repatriate it in a tax-free manner. We have accrued U.S. taxes on the remaining cash of \$15.0 million held by one of our foreign

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subsidiaries, which amount can be repatriated to the U.S. without accruing any additional U.S. tax expense. The Indian government has recently adopted changes to taxation on distributions from Indian companies that could affect our ability to repatriate undistributed and future earnings in a tax-free manner from our subsidiaries in India. We are evaluating the full implications and scope of the new distribution tax changes to determine how they may apply to us. Accordingly, the impact, if any, of the new legislation is presently unclear.

We expect that in the future our cash from operations, cash reserves and debt capacity will be sufficient to finance our operations as well as our growth and expansion. Our working capital needs are primarily to finance our payroll and other administrative and information technology expenses in advance of the receipt of accounts receivable. Our capital requirements include opening new delivery centers and financing acquisitions.

Cash flows from operating, investing and financing activities, as reflected in our consolidated statements of cash flows, are summarized in the following table:

	Six Months Ended June 30,		Percentage Change Increase/(Decrease)
	2012	2013	
	(dollars in millions)		
Net cash provided by (used for)			
Operating activities	\$ 132.1	\$ 107.7	(18.5)%
Investing activities	(84.5)	(72.5)	(14.2)%
Financing activities	(17.5)	41.6	337.3%
<b>Net increase (decrease) in cash and cash equivalents</b>	<b>\$ 30.0</b>	<b>\$ 76.8</b>	<b>156.0%</b>

*Cash flows from operating activities.* Our net cash generated from operating activities was \$107.7 million in the first half of 2013, down \$24.4 million from the first half of 2012. During the first half of 2012, an increase of \$45.0 million in operating cash flows was related to a non-recurring receivable from one of our clients for certain contractual obligations, including upgrading facilities, infrastructure and technology used to service that client's processes. Normalizing the cash flows for this receipt, our cash generated from operating activities increased by \$20.6 million in the first half of 2013. This increase primarily resulted from a \$39.1 million increase in our net income adjusted for amortization and depreciation and other non-cash items and was partially offset by a decrease in working capital as a result of a payment of interest on earn-out consideration in connection with certain acquisitions and the payment of annual bonuses in the first half of 2013.

*Cash flows from investing activities.* Our net cash used for investing activities was \$72.5 million in the first half of 2013 compared to \$84.5 million in the first half of 2012. This decrease in net cash used for investing activities was primarily due to lower payments for purchases of property, plant and equipment (net of sales proceeds) of \$25.4 million in the first half of 2013, down from \$41.3 million in the first half of 2012. This decrease was partially offset by the payment of \$36.9 million, net of cash acquired, to acquire Accounting Plaza in the first half of 2012, compared to \$46.1 million, net of cash acquired, paid for the acquisitions of the Jawood business and NGEN during the first half of 2013.

*Cash flows from financing activities.* Our net cash provided by financing activities was \$41.6 million in the first half of 2013, compared to net cash used for financing activities of \$17.5 million in the first half of 2012. This increase was primarily due to the amendment of the term loan and the revolving facility in June 2013. As a result of the amendment, we partly extinguished the outstanding term loan under the previous debt facility amounting to \$118.0 million and obtained additional funding amounting to \$121.4 million, resulting in a net inflow of \$3.4 million. In addition, an incremental revolving debt facility amounting to \$35.0 million was utilized in the first half of 2013. There was no corresponding utilization of a revolving facility in the first half of 2012. The balance of the increase is attributable to proceeds from the issuance of common shares under our stock-based compensation plans, which amounted to \$27.5 million in the first half of 2013 compared to \$3.8 million in the first half of 2012. The foregoing increases were partially offset by expenses of \$7.9 million relating to the amendment of the debt facility in the first half of 2013 and the payment of earn-out and deferred consideration amounting to \$3.0 million relating to the acquisitions of HPP, Akritiv and Empower. No such earn-out or deferred consideration was paid in the first half of 2012.

### **Financing Arrangements (Debt Facility)**

Total long-term debt, excluding capital lease obligations, was \$660.0 million as of June 30, 2013, compared to \$661.9 million as of December 31, 2012.

In June 2013, we amended our existing debt facility obtained in August 2012 with a consortium of financial institutions. Under the amended facility, the applicable margin on the term loan and revolving debt facility has been reduced from 3.25% to 2.75% and 2.50%, respectively. In addition, the LIBOR floor on the term loan was reduced from 1% under the earlier facility to 0.75%

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facility to 0.75% under the amended debt facility. As of the amendment date, the gross outstanding term loan amounted to \$671.6 million. The amendment did not result in a substantial modification of \$553.6 million of the outstanding term loan under the previous debt facility. Further, as a result of the amendment, we extinguished the outstanding term loan under the previous debt facility amounting to \$118.0 million and obtained additional funding amounting to \$121.4 million, increasing the total term loan outstanding to \$675.0 million.

We finance our short-term working capital requirements through cash flow from operations and credit facilities from banks and financial institutions. As of June 30, 2013, short-term credit facilities available to the Company aggregated \$250.0 million, which are governed by the same amended agreement as our refinanced long-term debt facility. There was no change in the overall borrowing capacity under the revolving loan facility as a result of the amendment. As of June 30, 2013, a total of \$122.4 million was utilized, representing a funded drawdown of \$115.0 million and non-funded drawdown of \$7.4 million. The amendment of the revolving facility described above resulted in the accelerated amortization of \$0.1 million relating to the existing unamortized debt issuance cost. The remaining unamortized costs related to the revolving facility and an additional third-party fee paid in connection with the amendment of the revolving facility will be amortized over the term of the amended revolving facility ending on August 30, 2017.

### **Off-Balance Sheet Arrangements**

Our off-balance sheet arrangements consist of foreign exchange contracts and certain operating leases. For additional information, see “Contractual Obligations” below.

### **Contractual Obligations**

The following table sets forth our total future contractual obligations as of June 30, 2013:

	<u>Total</u>	<u>Less than 1 year</u>	<u>1-3 years</u>	<u>3-5 years</u>	<u>After 5 years</u>
Short-term borrowings	\$ 115.1	\$ 115.1	\$ —	\$ —	\$ —
- Principal payments	115.0	115.0			
- Interest payments*	0.1	0.1			
Long-term debt	803.4	28.1	41.9	55.0	678.4
- Principal payments	660.0	4.3	6.4	8.6	640.7
- Interest payments*	143.4	23.9	35.4	46.4	37.8
Capital leases	5.4	1.9	2.5	1.0	—
- Principal payments	4.2	1.4	2.0	0.8	—
- Interest payments	1.3	0.5	0.5	0.2	—
Operating leases	155.1	37.4	56.5	45.2	16.0
Purchase obligations	7.2	7.2	—	—	—
Capital commitments net of advances	3.2	3.2	—	—	—
Contingent Consideration	16.1	1.6	14.5	—	—
Other long-term liabilities	242.7	100.4	124.6	17.8	—
<b>Total contractual cash obligations</b>	<b>\$2,272.2</b>	<b>\$ 440.0</b>	<b>\$ 284.4</b>	<b>\$ 175.0</b>	<b>\$ 1,372.8</b>

\* Our interest payments on short-term borrowings and long-term debt represent the estimated cash interest payments based on the prevailing interest rate as of June 30, 2013.

### **Recent Accounting Pronouncements**

#### *Recently adopted accounting pronouncements*

For a description of recently adopted accounting pronouncements, see Note 2—“Recently adopted accounting pronouncements” under Item 1—“Financial Statements” above and Part II, Item 7—“Management’s Discussion and Analysis of Financial Condition and Results of Operations — Critical Accounting Policies and Estimates” in our Annual Report on Form 10-K for the year ended December 31, 2012.

### **Item 3. Quantitative and Qualitative Disclosures About Market Risk**

During the six months ended June 30, 2013, there were no material changes in our market risk exposure. For a discussion of our market risk associated with foreign currency risk, interest rate risk and credit risk, see Item 7A —“Quantitative and Qualitative Disclosures about Market Risk” in our Annual Report on Form 10-K for the year ended December 31, 2012.

**Item 4. Controls and Procedures**

***Evaluation of Disclosure Controls and Procedures***

Disclosure controls and procedures are the Company's controls and other procedures which are designed to ensure that information required to be disclosed by us in the reports that we file or submit under the Exchange Act is recorded, processed, summarized and reported, within the time periods specified in the SEC's rules and forms. Disclosure controls and procedures include, without limitation, controls and procedures designed to ensure that information required to be disclosed by us in the reports that we file or submit under the Securities Exchange Act of 1934 (the "Exchange Act") is accumulated and communicated to our management, including our Chief Executive Officer and Chief Financial Officer, as appropriate, to allow timely decisions regarding required disclosure.

As of the end of the period covered by this report, the Company carried out an evaluation, under the supervision and with the participation of the Company's management, including the Company's Chief Executive Officer and the Company's Chief Financial Officer, of the effectiveness of the design and operation of the Company's disclosure controls and procedures pursuant to Exchange Act Rule 13a-15(b). Based upon that evaluation, the Company's Chief Executive Officer and the Company's Chief Financial Officer concluded that the Company's disclosure controls and procedures are effective in timely alerting them to material information relating to the Company (including its consolidated subsidiaries) required to be included in the Company's periodic SEC filings.

***Changes in Internal Controls over Financial Reporting***

There have been no changes in the Company's internal controls over financial reporting during the quarter ended March 31, 2013 that have materially affected, or are reasonably likely to materially affect, the Company's internal controls over financial reporting.

**PART II**

**Item 1. Legal Proceedings**

There are no legal proceedings pending against us that we believe are likely to have a material adverse effect on our business, results of operations and financial condition.

**Item 1A. Risk Factors**

We have disclosed under the heading "Risk Factors" in our Annual Report on Form 10-K for the year ended December 31, 2012 the risk factors that materially affect our business, financial condition or results of operations. You should carefully consider the "Risk Factors" set forth in our Annual Report on Form 10-K for the year ended December 31, 2012 and the other information set forth below and elsewhere in this Quarterly Report on Form 10-Q. You should be aware that these risk factors and other information may not describe every risk facing our Company. Additional risks and uncertainties not currently known to us also may materially adversely affect our business, financial condition and/or results of operations.

***Tax matters, new legislation and actions by taxing authorities may have an adverse effect on our operations, effective tax rate and financial condition.***

We are subject to income taxes in the United States and numerous foreign jurisdictions. Our tax expense and cash tax liability in the future could be adversely affected by numerous factors, including, but not limited to, changes in tax laws, regulations, accounting principles or interpretations and the potential adverse outcome of tax examinations and pending tax-related litigation. Changes in the valuation of deferred tax assets and liabilities, which may result from a decline in our profitability or changes in tax rates or legislation, could have a material adverse effect on our tax expense. The Government of India may assert that certain of our clients have a "permanent establishment" in India by reason of the activities we perform on their behalf, particularly those clients that exercise control over or have substantial dependency on our services. Such an assertion could affect the size and scope of the services requested by such clients in the future.

The Government of India had served notice on the Company about its potential liability, as a representative assessee of GE, for Indian tax upon GE's 2004 transfer of shares of a predecessor of the Company. GE challenged the positions of the Government of India in the Delhi High Court, naming Genpact India (one of our subsidiaries) as a necessary party but without seeking relief against Genpact India. We believe that if Indian tax were due upon that transfer, it could not be successfully asserted against us as a representative assessee. Moreover, GE is obligated to indemnify us for any tax on its 2004 transfer of shares. On August 12, 2011, the Delhi High Court ruled that Genpact India cannot be held to be a representative assessee in this transaction. The tax authorities have filed an appeal with the Supreme Court of India against this ruling, which is pending.

In respect of certain of our transactions, including our acquisitions (which included our subsidiaries organized under Indian law or owning assets located there), internal reorganizations, the sale of our shares in our public offerings or otherwise by our existing significant shareholders, the Indian tax authorities may argue that Indian tax is chargeable in as much as the indirect transfer of Indian subsidiaries are involved in such transactions and may seek to impose tax on us directly or as a withholding agent or representative assessee of the sellers.

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In 2012, the Government of India enacted legislation purporting to clarify the intent of existing tax law (and hence the law applicable in prior periods) to tax “all income accruing or arising, whether directly or indirectly, through or from any business connection in India, or through or from any property in India, or through or from any asset or source of income in India, or through the transfer of a capital asset situate in India”. The legislation, which we refer to as the Indirect Transfer Rule, also provides that an “asset or a capital asset being any share or interest in a company or entity registered or incorporated outside India shall be deemed to be situated in India, if the share or interest derives, directly or indirectly, its value substantially from the assets located in India”. “Substantially” has not been defined for purposes of the Indirect Transfer Rule. Public commentary on the legislation, including statements by various officials of the Government of India, has suggested that the legislation was intended to allow for the taxation of indirect transfer of shares in an Indian company, possibly with retrospective effect. The full implications and scope of this legislation, and how its provisions will be interpreted and applied are presently unclear, but arguably could apply to certain transactions involving the Company as noted above.

Because there are significant uncertainties relating to the application of the Indirect Transfer Rule to transactions in shares of non-Indian companies, such as the Company, that have significant assets and operations in India, it is not clear whether, or to what extent, a buyer of common shares of the Company could be held liable for not withholding Indian tax on the acquisition of such shares or be subject to Indian tax on gains realized on the disposition of common shares of the Company.

Furthermore, the Governments of India, the United States or other jurisdictions could enact new tax legislation, including anti-avoidance provisions, which would have a material adverse effect on our business, results of operations and financial condition. In 2012, the Indian government enacted anti-avoidance provisions, which are now proposed to be implemented with effect from April 1, 2015 onwards. More recently, the Indian government has enacted changes to taxation on distributions from Indian companies. The full implications and scope of the new anti-avoidance provisions, if implemented, and the recently enacted distribution tax changes, as well as how these changes may apply to us, are presently unclear. Our ability to repatriate surplus earnings from our delivery centers in a tax-efficient manner is dependent upon interpretations of local laws, possible changes in such laws and the renegotiation of existing double tax avoidance treaties. Changes to any of these may adversely affect our overall tax rate or the cost of our services to our clients, or impose additional levels of tax upon us, any of which could have a material adverse effect on our business, results of operations and financial condition.

### **Item 2. Unregistered Sales of Equity Securities and Use of Proceeds**

#### *Unregistered Sales of Equity Securities*

None.

#### *Use of Proceeds*

None.

#### *Purchase of Equity Securities by the Issuer and Affiliated Purchasers*

None.

### **Item 3. Defaults Upon Senior Securities**

None.

### **Item 5. Other Information**

None.

### **Item 6. Exhibits**

- 3.1 Memorandum of Association of the Registrant (incorporated by reference to Exhibit 3.1 to Amendment No. 2 of the Registrant’s Registration Statement on Form S-1 (File No. 333-142875) filed with the SEC on July 16, 2007).
- 3.3 Bye-laws of the Registrant (incorporated by reference to Exhibit 3.3 to Amendment No. 4 of the Registrant’s Registration Statement on Form S-1 (File No. 333-142875) filed with the SEC on August 1, 2007).
- 10.1 Form of Director Indemnity Agreement\*
- 31.1 Certification of the Chief Executive Officer pursuant to Rule 13a-14(a) or 15d-14(a) of the Securities Exchange Act of 1934, as adopted pursuant to Section 302 of the Sarbanes-Oxley Act of 2002.\*
- 31.2 Certification of the Chief Financial Officer pursuant to Rule 13a-14(a) or 15d-14(a) of the Securities Exchange Act of 1934, as adopted pursuant to Section 302 of the Sarbanes-Oxley Act of 2002.\*



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32.1	Certification of the Chief Executive Officer pursuant to 18 U.S.C. Section 1350, as adopted pursuant to Section 906 of the Sarbanes-Oxley Act of 2002.*
32.2	Certification of the Chief Financial Officer pursuant to 18 U.S.C. Section 1350, as adopted pursuant to Section 906 of the Sarbanes-Oxley Act of 2002.*
101.INS	XBRL Instance Document (1)
101.SCH	XBRL Taxonomy Extension Schema Document (1)
101.CAL	XBRL Taxonomy Extension Calculation Linkbase Document (1)
101.DEF	XBRL Taxonomy Extension Definition Linkbase Document (1)
101.LAB	XBRL Taxonomy Extension Label Linkbase Document (1)
101.PRE	XBRL Taxonomy Extension Presentation Linkbase Document (1)

\* Filed with this Quarterly Report on Form 10-Q.

- (1) Attached as Exhibit 101 to this report are the following documents formatted in XBRL (Extensible Business Reporting Language): (i) Consolidated Balance Sheets as of December 31, 2012 and June 30, 2013, (ii) Consolidated Statements of Income for the three months and six months ended June 30, 2012 and June 30, 2013, (iii) Consolidated Statements of Comprehensive Income (Loss) for the three months and six months ended June 30, 2012 and June 30, 2013, (iv) Consolidated Statements of Equity for the six months ended June 30, 2012 and 2013, (v) Consolidated Statements of Cash Flows for the six months ended June 30, 2012 and June 30, 2013, and (vi) Notes to the Consolidated Financial Statements.

**SIGNATURES**

Pursuant to the requirements of Section 13 or 15(d) of the Securities Exchange Act of 1934, the Registrant has duly caused this report to be signed on its behalf by the undersigned, thereunto duly authorized.

Date: August 9, 2013

GENPACT LIMITED

By: /s/ N.V. TYAGARAJAN

\_\_\_\_\_  
**N.V. Tyagarajan**  
**Chief Executive Officer**

By: /s/ MOHIT BHATIA

\_\_\_\_\_  
**Mohit Bhatia**  
**Chief Financial Officer**

**EXHIBIT INDEX**

<u>Exhibit Number</u>	<u>Description</u>
3.1	Memorandum of Association of the Registrant (incorporated by reference to Exhibit 3.1 to Amendment No. 2 of the Registrant's Registration Statement on Form S-1 (File No. 333-142875) filed with the SEC on July 16, 2007).
3.3	Bye-laws of the Registrant (incorporated by reference to Exhibit 3.3 to Amendment No. 4 of the Registrant's Registration Statement on Form S-1 (File No. 333-142875) filed with the SEC on August 1, 2007).
10.1	Form of Director Indemnity Agreement*
31.1	Certification of the Chief Executive Officer pursuant to Rule 13a-14(a) or 15d-14(a) of the Securities Exchange Act of 1934, as adopted pursuant to Section 302 of the Sarbanes-Oxley Act of 2002.*
31.2	Certification of the Chief Financial Officer pursuant to Rule 13a-14(a) or 15d-14(a) of the Securities Exchange Act of 1934, as adopted pursuant to Section 302 of the Sarbanes-Oxley Act of 2002.*
32.1	Certification of the Chief Executive Officer pursuant to 18 U.S.C. Section 1350, as adopted pursuant to Section 906 of the Sarbanes-Oxley Act of 2002.*
32.2	Certification of the Chief Financial Officer pursuant to 18 U.S.C. Section 1350, as adopted pursuant to Section 906 of the Sarbanes-Oxley Act of 2002.*
101.INS	XBRL Instance Document (1)
101.SCH	XBRL Taxonomy Extension Schema Document (1)
101.CAL	XBRL Taxonomy Extension Calculation Linkbase Document (1)
101.DEF	XBRL Taxonomy Extension Definition Linkbase Document (1)
101.LAB	XBRL Taxonomy Extension Label Linkbase Document (1)
101.PRE	XBRL Taxonomy Extension Presentation Linkbase Document (1)

\* Filed with this Quarterly Report on Form 10-Q.

(1) Attached as Exhibit 101 to this report are the following documents formatted in XBRL (Extensible Business Reporting Language): (i) Consolidated Balance Sheets as of December 31, 2012 and June 30, 2013, (ii) Consolidated Statements of Income for the three months and six months ended June 30, 2012 and June 30, 2013, (iii) Consolidated Statements of Comprehensive Income (Loss) for the three months and six months ended June 30, 2012 and June 30, 2013, (iv) Consolidated Statements of Equity for the six months ended June 30, 2012 and 2013, (v) Consolidated Statements of Cash Flows for the six months ended June 30, 2012 and June 30, 2013, and (vi) Notes to the Consolidated Financial Statements.

**INDEMNITY AGREEMENT**

This Indemnification Agreement ("Agreement") is made as of \_\_\_\_\_, 2013, by and between Genpact Limited, an exempted limited company organized under the laws of Bermuda ("Company") and ("Indemnitee").

## RECITALS

WHEREAS, highly competent persons have become more reluctant to serve publicly-held corporations as directors or in other capacities unless they are provided with adequate protection through insurance and/or adequate indemnification against inordinate risks of claims and actions against them arising out of their service to and activities on behalf of such corporations;

WHEREAS, the Amended and Restated Memorandum of Association (the "Charter") and Amended and Restated Bye-laws (the "Bye-laws") of the Company provide for indemnification of the officers and directors of the Company, and Indemnitee may also be entitled to indemnification pursuant to the Companies Act 1981 (Bermuda) as amended ("BCA");

WHEREAS, the Board of Directors of the Company (the "Board") has determined that, in order to attract and retain qualified individuals, the Company will attempt to maintain on an ongoing basis, at its sole expense, liability insurance to protect persons serving the Company and its subsidiaries from certain liabilities;

WHEREAS, the uncertainties relating to such insurance and to indemnification have increased the difficulty of attracting and retaining such persons;

WHEREAS, the Board has determined that the increased difficulty in attracting and retaining such persons is detrimental to the best interests of the Company and its shareholders and that the Company should act to assure such persons that there will be increased certainty of such protection in the future;

WHEREAS, it is reasonable, prudent, necessary and in the best interests of the Company contractually to obligate itself to indemnify, and to advance expenses on behalf of, such persons to the fullest extent permitted by applicable law so that they will serve or continue to serve the Company free from undue concern that they will not be so indemnified;

WHEREAS, this Agreement is a supplement to and in furtherance of the Charter and Bye-Laws of the Company and any resolutions adopted pursuant thereto and any liability insurance, and shall not be deemed a substitute therefor, nor to diminish or abrogate any rights of Indemnitee thereunder;

WHEREAS, Indemnitee does not regard the protection available under the Company's Charter, Bye-Laws and insurance as adequate in the present circumstances, and may not be willing to serve as an officer or director without adequate protection, and the Company desires Indemnitee to serve in such capacity, Indemnitee is willing to serve, continue to serve and to take on additional service for or on behalf of the Company on the condition that [he][she] be so indemnified;

NOW, THEREFORE, in consideration of the promises and the covenants contained herein, the Company and Indemnitee do hereby covenant and agree as follows:

1. **Services to the Company.** Indemnitee will serve or continue to serve, at the will of the Company, as an officer, director or key employee of the Company for so long as Indemnitee is duly elected or appointed or until Indemnitee tenders [his][her] resignation or is otherwise removed as an officer, director or key employee; however, this Agreement shall not impose any obligation on Indemnitee or the Company to continue Indemnitee's service to the Company beyond any period otherwise required by law or by other agreements or commitments of the parties, if any.

2. **Definitions.** As used in this Agreement

(a) "**Change of Control**" shall mean the occurrence of any of the following events, not including any events occurring prior to or in connection with the initial public offering of shares (including the occurrence of such initial public offering):

- (i) during any period of 24 consecutive months, individuals who were members of the Board at the beginning of such period (the "**Incumbent Directors**") cease at any time during such period for any reason to constitute at least a majority of the Board; provided, however, that (A) any individual becoming a director subsequent to the beginning of such period whose appointment or election, or nomination for election, by the Company's shareholders was approved by a vote of at least a majority of the Incumbent Directors shall be considered as though such individual were an Incumbent Director, but excluding, for purposes of this proviso, any such individual whose initial assumption of office occurs pursuant to an actual or threatened proxy contest with respect to election or removal of directors or other actual or threatened solicitation of proxies or consents by or on behalf of any "person" (as such term is used in Section 13(d) of the Exchange Act), other than the Board and (B) any individual becoming a director subsequent to the beginning of such period whose nomination for election was designated by any of the Specified Shareholders and made by the Nominating and Governance Committee of the Board (or any successor committee thereto), in each case, pursuant to the Shareholder Agreement, shall be considered as though such individual were an Incumbent Director;
- (ii) the consummation of (A) an amalgamation, consolidation, statutory share exchange, reorganization, recapitalization, tender offer or similar form of corporate transaction involving (x) the Company or (y) any of its subsidiaries, but in the case of this clause (y) only if Company Voting Securities (as defined below) are issued or issuable in connection with such transaction (each of the transactions referred to in

this clause (A), being hereinafter referred to as a “Reorganization”) or (B) a sale or other disposition of all or substantially all the assets of the Company (a “Sale”), unless, immediately following such Reorganization or Sale, (1) all or substantially all the individuals and entities who were the “beneficial owners” (as such term is defined in Rule 13d-3 under the Exchange Act (or a successor rule thereto)) of the Company’s common shares or other securities eligible to vote for the election of the Board (such securities, the “Company Voting Securities”) outstanding immediately prior to the consummation of such Reorganization or Sale beneficially own, directly or indirectly, more than 50% of the combined voting power of the then outstanding voting securities of the corporation or other entity resulting from such Reorganization or Sale (including a corporation or other entity that, as a result of such transaction, owns the Company or all or substantially all the Company’s assets either directly or through one or more subsidiaries) (the “Continuing Entity.”) in substantially the same proportions as their ownership, immediately prior to the consummation of such Reorganization or Sale, of the outstanding Company Voting Securities (excluding any outstanding voting securities of the Continuing Entity that such beneficial owners hold immediately following the consummation of such Reorganization or Sale as a result of their ownership prior to such consummation of voting securities of any corporation or other entity involved in or forming part of such Reorganization or Sale other than the Company or a subsidiary), (2) no Person (excluding any employee benefit plan (or related trust) sponsored or maintained by the Continuing Entity or any corporation or other entity controlled by the Continuing Entity) beneficially owns, directly or indirectly, securities representing a percentage of the combined voting power of the then outstanding voting securities of the Continuing Entity that is equal to or greater than (x) in the case of the Specified Shareholders, 50% (in the aggregate for all Specified Shareholders) or (y) in the case of any Person other than any Specified Shareholder, 25%, and (3) at least a majority of the members of the board of directors or other governing body of the Continuing Entity were Incumbent Directors at the time of the execution of the definitive agreement providing for such Reorganization or Sale or, in the absence of such an agreement, at the time at which approval of the board of directors was obtained for such Reorganization or Sale;

- (iii) the shareholders of the Company approve a voluntary plan of liquidation, winding up or dissolution of the Company, unless such liquidation, winding up or dissolution is part of a transaction or series of transactions described in paragraph (ii) above that does not otherwise constitute a Change of Control; or
- (iv) any Person, corporation or other entity or group (within the meaning of Section 13(d)(3) or 14(d)(2) of the Exchange Act) becomes the

beneficial owner, directly or indirectly, of securities of the Company representing a percentage of the combined voting power of the Company Voting Securities that is equal to or greater than (x) in the case of the Specified Shareholders (or any group including any Specified Shareholder), 50% (in the aggregate for all Specified Shareholders and all such groups) or (y) in the case of any Person other than any Specified Shareholder (or any group not including any Specified Shareholder), 25%; provided, however, that for purposes of this subparagraph (iv) (and not for purposes of subparagraphs (i) through (iii) above), the following acquisitions shall not constitute a Change of Control: (A) any acquisition by the Company or any subsidiary, (B) any acquisition by any employee benefit plan (or related trust) sponsored or maintained by the Company or any subsidiary, (C) any acquisition by an underwriter temporarily holding such Company Voting Securities pursuant to an offering of such securities, (D) any acquisition pursuant to a Reorganization or Sale that does not constitute a Change of Control for purposes of subparagraph (ii) above or (E) any acquisition directly from the Company.

(b) “Company” means Genpact Limited and its successors, and shall include, in the case of any merger, amalgamation or consolidation, in addition to the resulting corporation and surviving corporation, any constituent corporation (including any constituent of a constituent) absorbed in such consolidation, amalgamation or merger which, if its separate existence had continued, would have had power and authority to indemnify its directors, officers, employees, trustees, fiduciaries or agents, so that if Indemnitee is or was a director, officer, employee, trustee, fiduciary or agent of such constituent corporation, or is or was serving at the request of such constituent corporation as a director, officer, employee, trustee, fiduciary or agent of another corporation, partnership, joint venture, trust, employee benefit program or other enterprise, Indemnitee shall stand in the same position under the provisions of this Agreement with respect to the resulting or surviving corporation as Indemnitee would have with respect to such constituent corporation if its separate existence had continued.

(c) “Corporate Status” describes the status of a person who is or was a director, officer, employee, agent, trustee or fiduciary of the Company or of any other corporation, partnership, joint venture, trust, employee benefit plan or other enterprise which such person is or was serving at the request of the Company.

(d) “Disinterested Director” means a director of the Company who is not and was not a party to the Proceeding in respect of which indemnification is sought by Indemnitee.

(e) “Enterprise” means the Company and any other company, corporation, partnership, joint venture, trust, employee benefit plan or other enterprise of which Indemnitee is or was serving at the request of the Company as a director, officer, employee, agent, trustee or fiduciary.

(f) “Expenses” means all retainers, court costs, transcript costs, fees of experts, witness fees, private investigators, travel expenses, duplicating costs, printing and binding costs, telephone charges, postage, fax transmission charges, secretarial services, delivery service fees, reasonable attorneys’ fees, and all other disbursements or expenses of the types customarily and properly incurred in connection with prosecuting, defending, preparing to prosecute or defend, investigating, being or preparing to be a witness in, or otherwise participating in, a Proceeding or in connection with seeking indemnification under this Agreement. Expenses also shall include Expenses incurred in connection with any appeal resulting from any Proceeding, including without limitation the premium, security for, and other costs relating to any cost bond, supersedeas bond, or other appeal bond or its equivalent. Expenses, however, shall not include amounts paid in settlement by Indemnitee or the amount of judgments or fines against Indemnitee.

(g) “Independent Counsel” means a law firm, or a member of a law firm, that is experienced in matters of relevant corporation law and neither presently is, nor in the past five years has been, retained to represent: (i) the Company or Indemnitee in any matter material to either such party (other than with respect to matters concerning Indemnitee under this Agreement, or of other indemnitees under similar indemnification agreements), or (ii) any other party to the Proceeding giving rise to a claim for indemnification hereunder. Notwithstanding the foregoing, the term “Independent Counsel” shall not include any person who, under the applicable standards of professional conduct then prevailing, would have a conflict of interest in representing either the Company or Indemnitee in an action to determine Indemnitee’s rights under this Agreement.

(h) “Losses” means all loss, liability, judgments, damages, amounts paid in settlement, fines, penalties, interest, assessments, other charges or, with respect to an employee benefit plan, excise taxes or penalties assessed with respect thereto.

(i) References to “other enterprise” shall include employee benefit plans; references to “fines” shall include any excise tax assessed with respect to any employee benefit plan; references to “serving at the request of the Company” shall include any service as a director, officer, employee, trustee, fiduciary or agent of the Company which imposes duties on, or involves services by, such director, officer, employee, trustee, fiduciary or agent with respect to an employee benefit plan, its participants or beneficiaries; and a person who acted in good faith and in a manner [he][she] reasonably believed to be in the best interests of the participants and beneficiaries of an employee benefit plan shall be deemed to have acted in a manner not opposed to the best interests of the Company and not in “bad faith” as referred to under applicable law.

(j) “Person” means an individual, entity, partnership, limited liability company, corporation, association, joint stock company, trust, joint venture, unincorporated organization, and a governmental entity or any department agency or political subdivision thereof.

(k) The term “Proceeding” shall include any threatened, pending or completed action, suit, arbitration, alternate dispute resolution mechanism, investigation, inquiry, administrative hearing or any other actual, threatened or completed proceeding, including



any and all appeals, whether brought in the right of the Company or otherwise and whether of a civil, criminal, administrative or investigative nature and whether formal or informal, in which Indemnitee was, is or will be involved as a party or otherwise by reason of or relating to the fact that Indemnitee is or was a director, officer, employee, agent, trustee or fiduciary of the Company, by reason of or relating to any action taken by [him][her] or of any action on [his][her] part while acting as director, officer, employee, agent, trustee or fiduciary of the Company, or by reason of the fact that [he][she] is or was serving at the request of the Company as a director, officer, employee, agent, trustee or fiduciary of another Enterprise, in each case whether or not serving in such capacity at the time any Loss or Expense is incurred for which indemnification, reimbursement, or advancement of Expenses can be provided under this Agreement, including one initiated by an Indemnitee to enforce [his][her] rights under this Agreement.

(l) “Shareholder Agreement” means the Amended and Restated Shareholder Agreement, dated as of October 25, 2012, by and among Genpact Limited, Glory Investments A Limited, Glory Investments B Limited, Glory Investments IV Limited, Glory Investments IV-B Limited, RGIP, LLC and Twickenham Investment Private Limited, as such agreement may be further amended and restated, amended, supplemented or otherwise modified from time to time.

(m) “Specified Shareholder” means Bain Capital Investors, LLC or any entity that directly or indirectly, through one or more intermediaries, is controlled by Bain Capital Investors, LLC. As used in this Agreement, “control” means the possession, directly or indirectly, of the power to direct or cause the direction of the management and policies of such entity, whether through ownership of voting securities or other interests, by contract or otherwise. Neither the Company nor any of its Subsidiaries shall be deemed to be a “Specified Shareholder” for any reason under this Agreement.

(n) For purposes of Sections 3 and 4, the meaning of the phrase “to the fullest extent permitted by law” shall include, but not be limited to:

- A. to the fullest extent permitted by the BCA, and
- B. to the fullest extent authorized or permitted by any amendments to or replacements of the BCA adopted after the date of this Agreement that increase the extent to which a corporation may indemnify its officers, directors, employees, agents, trustees, fiduciaries and other persons acting or serving at the Company’s request.

**3. Indemnity in Third-Party Proceedings.** The Company shall indemnify Indemnitee in accordance with the provisions of this Section 3 if Indemnitee was or is, or was or is threatened to be made, a party to or a witness or participant in any Proceeding, other than a Proceeding by or in the right of the Company to procure a judgment in its favor. Pursuant to this Section 3, Indemnitee shall be indemnified against all Expenses and Losses to the fullest extent permitted by law.

**4. Indemnity in Proceedings by or in the Right of the Company.** The Company shall indemnify Indemnitee in accordance with the provisions of this Section 4 if Indemnitee was or is, or was or is threatened to be made, a party to or a participant in any Proceeding by or in the right of the Company to procure a judgment in its favor. Pursuant to this Section 4, Indemnitee shall be indemnified against all Expenses and Losses actually and reasonably incurred or suffered by [him][her] or on [his][her] behalf in connection with such Proceeding or any claim, issue or matter therein to the fullest extent permitted by law. No indemnification for Expenses or Losses shall be made under this Section 4 in respect of any claim, issue or matter as to which Indemnitee shall have been finally adjudged by a court to be liable to the Company, unless and only to the extent that a court of appropriate jurisdiction shall determine upon application that, despite the adjudication of liability but in view of all the relevant circumstances of the case, Indemnitee is fairly and reasonably entitled to indemnification, but any such indemnification shall be limited to Expenses.

**5. Indemnification for Expenses of a Party Who is Wholly or Partly Successful.** Notwithstanding any other provisions of this Agreement, to the extent that Indemnitee was or is a party to (or a participant in) and is successful, on the merits or otherwise, in defense of any Proceeding or in defense of any claim, issue or matter therein, in whole or in part, the Company shall indemnify Indemnitee against all Expenses actually and reasonably incurred by [him][her] in connection therewith. If Indemnitee is not wholly successful in such Proceeding but is successful, on the merits or otherwise, as to one or more but less than all claims, issues or matters in such Proceeding, the Company shall indemnify Indemnitee against all Expenses actually and reasonably incurred by [him][her] or on [his][her] behalf in connection with each successfully resolved claim, issue or matter and any claim, issue or matter related to any claim, issue, or matter on which Indemnitee was successful. For purposes of this Section and without limitation, the termination of any claim, issue or matter in such a Proceeding by dismissal, with or without prejudice, shall be deemed to be a successful result as to such claim, issue or matter.

**6. Indemnification For Expenses of a Witness.** Notwithstanding any other provision of this Agreement, to the extent that Indemnitee is, by reason of [his] [her] Corporate Status, a witness in any Proceeding to which Indemnitee is not a party, [he][she] shall be indemnified against all Expenses actually and reasonably incurred by [him][her] or on [his][her] behalf in connection therewith.

**7. Exclusions.** Notwithstanding any provision in this Agreement to the contrary, the Company shall not be obligated under this Agreement to make any indemnity in connection with any claim made against Indemnitee:

(a) for which payment has actually been made to or on behalf of Indemnitee under any insurance policy or other indemnity provision, except with respect to any excess beyond the amount paid under any insurance policy or other indemnity provision; or

(b) for an accounting of profits made from the purchase and sale (or sale and purchase) by Indemnitee of securities of the Company within the meaning of Section 16(b) of the Securities Exchange Act of 1934, as amended, or similar provisions of state statutory law or common law; or

(c) in connection with any Proceeding (or any part of any Proceeding) initiated or brought voluntarily by Indemnitee prior to a Change of Control against the Company or its directors, officers, employees or other indemnitees, unless (i) the Board of the Company authorized the Proceeding (or any part of any Proceeding) prior to its initiation, or (ii) the Company provides indemnification, in its sole discretion, pursuant to the powers vested in the Company under applicable law.

**8. Advances of Expenses.** Notwithstanding any provision of this Agreement to the contrary, the Company shall advance the Expenses reasonably incurred by Indemnitee in connection with any Proceeding for which indemnification is or may be available pursuant to this Agreement within 20 days after the receipt by the Company of a statement or statements requesting such advances from time to time, whether prior to or after final disposition of any Proceeding. Advances shall be unsecured and interest free. Advances shall be made to the fullest extent permitted by applicable law and without requiring a preliminary determination of Indemnitee's ultimate entitlement to indemnification under the other provisions of this Agreement, including any determination under Section 11 hereof. Advances shall include any and all Expenses incurred pursuing an action to enforce this right of advancement, including Expenses incurred preparing and forwarding statements to the Company to support the advances claimed. Indemnitee shall qualify for advances solely upon the execution and delivery to the Company of (a) a written affirmation by Indemnitee of Indemnitee's good faith belief that the standard of conduct necessary for indemnification by the Company as authorized by law and by this Agreement has been met and (b) a written undertaking by or on behalf of Indemnitee to repay any Expenses advanced if it shall ultimately be determined that such standard of conduct has not been met.

**9. Selection of Counsel.** In the event the Company is obligated under Section 8 hereof to pay, and pays the Expenses of any Proceeding against Indemnitee, the Company, if appropriate, shall be entitled to assume the defense of such Proceeding, with counsel approved by Indemnitee, which approval shall not be unreasonably withheld, upon the delivery to Indemnitee of written notice of its election so to do. After delivery of such notice, approval of such counsel by Indemnitee and the retention of such counsel by the Company, the Company will not be liable to Indemnitee under this Agreement for any fees of counsel subsequently incurred by Indemnitee with respect to the same Proceeding, provided that (i) Indemnitee shall have the right to employ [his][her] counsel in any such Proceeding at Indemnitee's expense; and (ii) if (A) the employment of counsel by Indemnitee has been previously authorized by the Company, (B) Indemnitee shall have reasonably concluded that there may be a conflict of interest between the Company and Indemnitee in the conduct of any such defense or (C) the Company shall not, in fact, have employed counsel approved by Indemnitee to assume the defense of such Proceeding, then the fees and expenses of Indemnitee's counsel shall be at the expense of the Company.

**10. Procedure for Notification and Defense of Claim.**

(a) Indemnitee shall, as a condition precedent to [his][her] right to be indemnified under this Agreement, give the Company notice in writing as soon as practicable of any claim made against Indemnitee for which indemnification will or could be sought under this Agreement; provided, however, that a delay in giving such notice shall not deprive Indemnitee of any right to be indemnified under this Agreement unless, and then only to

the extent that, such delay is materially prejudicial to the defense of such claim. The omission to notify the Company will not relieve the Company from any liability for indemnification which it may have to Indemnitee otherwise under this Agreement. The Secretary of the Company shall, promptly upon receipt of such a request for indemnification, advise the Board in writing that Indemnitee has requested indemnification.

(b) The Company will be entitled to participate in any Proceeding at its own expense.

#### **11. Procedure Upon Application for Indemnification.**

(a) Following written request by Indemnitee for indemnification pursuant to the first sentence of Section 10(a), a determination, if required by applicable law, with respect to Indemnitee's entitlement thereto shall be made in the specific case: (i) if a Change of Control shall have occurred, by Independent Counsel in a written opinion to the Board, a copy of which shall be delivered to Indemnitee; or (ii) if a Change of Control shall not have occurred, (A) by the Board by a majority vote of a quorum consisting of Disinterested Directors, (B) if such a quorum cannot be obtained then by a majority vote of a committee of the Board consisting solely of Disinterested Directors designated by a majority vote of the Board in which directors who are parties to the Proceeding in respect of which indemnification is sought may participate, (C) if a quorum of the Board consisting of Disinterested Directors is not obtainable, and if a majority vote of a committee of the Board consisting solely of Disinterested Directors is not obtainable, or, even if obtainable such quorum of Disinterested Directors, or such committee, by a majority vote so directs, by Independent Counsel in a written opinion to the Board, a copy of which shall be delivered to Indemnitee or (D) if so directed by a majority of the members of the Board, by the shareholders of the Company; and, if it is so determined that Indemnitee is entitled to indemnification, payment to Indemnitee shall be made within ten (10) days after such determination. Indemnitee shall cooperate with the person, persons or entity making such determination with respect to Indemnitee's entitlement to indemnification, including providing to such person, persons or entity upon reasonable advance request any documentation or information which is not privileged or otherwise protected from disclosure and which is reasonably available to Indemnitee and reasonably necessary to such determination. Any costs or expenses (including attorneys' fees and disbursements) incurred by Indemnitee in so cooperating with the person, persons or entity making such determination shall be borne by the Company (irrespective of the determination as to Indemnitee's entitlement to indemnification) and the Company hereby indemnifies and agrees to hold Indemnitee harmless therefrom.

(b) In the event the determination of entitlement to indemnification is to be made by Independent Counsel pursuant to Section 11(a) hereof, the Independent Counsel shall be selected as provided in this Section 11(b). If a Change of Control shall not have occurred, the Independent Counsel shall be selected by the Board or a committee of the Board consisting solely of Disinterested Directors, by the vote required by applicable law for the selection of Independent Counsel, and the Company shall give written notice to Indemnitee advising [him][her] of the identity of the Independent Counsel so selected. If

a Change of Control shall have occurred, the Independent Counsel shall be selected by Indemnitee (unless Indemnitee shall request that such selection be made by the Board, in which event the preceding sentence shall apply), subject to approval by the Board, or a committee thereof consisting solely of Disinterested Directors, by the vote required by applicable law for the selection of Independent Counsel, and Indemnitee shall give written notice to the Company advising it of the identity of the Independent Counsel so selected. Any such approval by the Board or a committee thereof consisting solely of Disinterested Directors, will not be unreasonably withheld and by such approval the Board or committee shall be deemed to have joined in such selection. In either event, Indemnitee or the Company, as the case may be, may, within ten (10) days after such written notice of selection shall have been given, deliver to the Company or to Indemnitee, as the case may be, a written objection to such selection; provided, however, that such objection may be asserted only on the ground that the Independent Counsel so selected does not meet the requirements of "Independent Counsel" as defined in Section 2 of this Agreement, and the objection shall set forth with particularity the factual basis for such assertion. Absent a proper and timely objection, the person so selected (and, if a Change of Control shall have occurred, approved by the Board or a committee thereof consisting solely of Disinterested Directors) shall act as Independent Counsel. If such written objection is so made and substantiated, the Independent Counsel so selected may not serve as Independent Counsel unless and until such objection is withdrawn or a court has determined that such objection is without merit. If, within twenty (20) days after submission by Indemnitee of a written request for indemnification pursuant to Section 10(a) hereof, no Independent Counsel shall have been selected (and, if a Change of Control shall have occurred, approved by the Board or a committee thereof consisting solely of Disinterested Directors) and not objected to, either the Company or Indemnitee may petition a court of competent jurisdiction for resolution of any failure by the Board or a committee thereof to approve Indemnitee's selection of Independent Counsel after a Change of Control shall have occurred, or any objection which shall have been made by the Company or Indemnitee to the other's selection of Independent Counsel and/or for the appointment as Independent Counsel of a person selected by the court or by such other person as the court shall designate, and the person with respect to whom all failures to approve and objections are so resolved or the person so appointed shall act as Independent Counsel under Section 11(a) hereof. Upon the due commencement of any judicial proceeding or arbitration pursuant to Section 13(a) of this Agreement, Independent Counsel shall be discharged and relieved of any further responsibility in such capacity (subject to the applicable standards of professional conduct then prevailing).

## **12. Presumptions and Effect of Certain Proceedings.**

(a) In making a determination with respect to entitlement to indemnification hereunder, the person or persons or entity making such determination shall presume that Indemnitee is entitled to indemnification under this Agreement and the Company shall have the burden of proof to overcome that presumption in connection with the making by any person, persons or entity of any determination contrary to that presumption. Neither the failure of the Company (including by its directors or independent legal counsel) to have made a determination prior to the commencement of any action pursuant to this

Agreement that indemnification is proper in the circumstances because Indemnitee has met the applicable standard of conduct, nor an actual determination by the Company (including by its directors or independent legal counsel) that Indemnitee has not met such applicable standard of conduct, shall be a defense to the action or create a presumption that Indemnitee has not met the applicable standard of conduct.

(b) If the person, persons or entity empowered or selected under Section 11 of this Agreement to determine whether Indemnitee is entitled to indemnification shall not have made a determination within sixty (60) days after receipt by the Company of the request therefor, the requisite determination of entitlement to indemnification shall be deemed to have been made and Indemnitee shall be entitled to such indemnification, absent (i) a misstatement by Indemnitee of a material fact, or an omission of a material fact necessary to make Indemnitee's statement not materially misleading, in connection with the request for indemnification or (ii) a prohibition of such indemnification under applicable law; provided, however, that such 60-day period may be extended for a reasonable time, not to exceed an additional thirty (30) days or, if later, 30 days following final disposition (including termination) of the applicable Proceeding, if the person, persons or entity making the determination with respect to entitlement to indemnification in good faith requires such additional time for the obtaining or evaluating of documentation and/or information relating thereto; and provided, further, that the foregoing provisions of this Section 12(b) shall not apply if the determination of entitlement to indemnification is to be made by Independent Counsel pursuant to Section 11(a) of this Agreement.

(c) Termination. The termination of any proceeding by judgment, order or settlement does not create a presumption that Indemnitee did not meet the requisite standard of conduct required under applicable law for indemnification.

(d) Actions of Others. The knowledge and/or actions, or failure to act, of any director, officer, agent, trustee, fiduciary or employee of the Enterprise shall not be imputed to Indemnitee for purposes of determining the right to indemnification under this Agreement.

### 13. Remedies of Indemnitee.

(a) In the event that (i) a determination is made pursuant to Section 11 of this Agreement that Indemnitee is not entitled to indemnification under this Agreement, (ii) advancement of Expenses is not timely made pursuant to Section 8 of this Agreement, (iii) no determination of entitlement to indemnification shall have been made pursuant to Section 11(a) of this Agreement within sixty (60) days after proper receipt by the Company of the request for indemnification (or such later period as provided under Section 12(b)), or (iv) payment of indemnification is not made pursuant to Section 3, 4, 5, 6 or the last sentence of Section 11(a) of this Agreement within ten (10) days after receipt by the Company of a written request therefor, or, if a determination is required by law, within ten (10) days after a determination has been made that Indemnitee is entitled to indemnification, Indemnitee shall be entitled to an adjudication (or, in the case of clause (i), to seek an adjudication) in an appropriate court of the State of New York or in any

other court of competent jurisdiction of [his][her] entitlement to such indemnification or advancement of Expenses; provided, that nothing contained in this Section 13 shall be deemed to limit Indemnitee's rights under Section 12(b). Alternatively, Indemnitee, at [his][her] option, may seek an award in binding arbitration to be conducted by a single arbitrator pursuant to the Commercial Arbitration Rules of the American Arbitration Association. The Company shall not oppose Indemnitee's right to seek any such adjudication or award in arbitration.

(b) In the event that a determination shall have been made pursuant to Section 11(a) of this Agreement that Indemnitee is not entitled to indemnification, any judicial proceeding or arbitration commenced pursuant to this Section 13 shall be conducted in all respects as a de novo trial or arbitration on the merits, and Indemnitee shall not be prejudiced by reason of that adverse determination. In any judicial proceeding or arbitration commenced pursuant to this Section 13 the Company shall have the burden of proving Indemnitee is not entitled to indemnification or advancement of Expenses, as the case may be.

(c) If a determination shall have been made pursuant to Section 11(a) of this Agreement that Indemnitee is entitled to indemnification, the Company shall be bound by such determination in any judicial proceeding or arbitration commenced pursuant to this Section 13, absent (i) a misstatement by Indemnitee of a material fact, or an omission of a material fact necessary to make Indemnitee's statement not materially misleading, in connection with the request for indemnification or (ii) a prohibition of such indemnification under applicable law.

(d) The Company shall be precluded from asserting in any judicial proceeding or arbitration commenced pursuant to this Section 13 that the procedures and presumptions of this Agreement are not valid, binding and enforceable and shall stipulate in any such court or before any such arbitrator that the Company is bound by all the provisions of this Agreement. The Company shall indemnify Indemnitee against any and all Expenses, and if requested by Indemnitee, shall (within twenty (20) days after receipt by the Company of a written request therefore) advance such expenses to Indemnitee, which are incurred by Indemnitee in connection with any action brought by Indemnitee for indemnification or advance of Expenses from the Company under this Agreement, under the Company's Charter and Bye-Laws as in effect from time to time or under any directors' and officers' liability insurance policies maintained by the Company, regardless of whether Indemnitee ultimately is determined to be entitled to such indemnification, advancement of Expenses or insurance recovery, as the case may be.

#### **14. Non-exclusivity; Survival of Rights; Insurance; Subrogation.**

(a) The rights of indemnification and to receive advancement of Expenses as provided by this Agreement shall not be deemed exclusive of any other rights to which Indemnitee may at any time be entitled under applicable law, the Charter, Bye-Laws, any agreement, a vote of shareholders or a resolution of directors, or otherwise. No amendment, alteration or repeal of this Agreement or of any provision hereto shall limit or restrict any right of Indemnitee under this Agreement in respect of any action taken or

omitted by such Indemnitee in [his][her] Corporate Status prior to such amendment, alteration or repeal. To the extent that a change in Bermuda law, whether by statute or judicial decision, permits greater indemnification or advancement of Expenses than would be afforded currently under the Charter, Bye-Laws and this Agreement, it is the intent of the parties hereto that Indemnitee shall enjoy by this Agreement the greater benefits so afforded by such change. No right or remedy herein conferred is intended to be exclusive of any other right or remedy, and every other right and remedy shall be cumulative and in addition to every other right and remedy given hereunder or now or hereafter existing at law or in equity or otherwise. The assertion or employment of any right or remedy hereunder, or otherwise, shall not prevent the concurrent assertion or employment of any other right or remedy.

(b) The Company shall, from time to time, make the good faith determination whether or not it is practicable for the Company to obtain and maintain a policy or policies of insurance with reputable insurance companies providing the directors, officers, employees, trustees, fiduciaries and agents of the Company with coverage for losses from wrongful acts, or to ensure the Company's performance of its indemnification obligations under this Agreement. Among other considerations, the Company will weigh the costs of obtaining such insurance coverage against the protection afforded by such coverage. To the extent that the Company maintains an insurance policy or policies providing liability insurance for directors, officers, employees, trustees, fiduciaries and agents of the Company or of any other corporation, partnership, joint venture, trust, employee benefit plan or other enterprise which such person serves at the request of the Company, Indemnitee shall be covered by such policy or policies in accordance with its or their terms to the maximum extent of the coverage available for any such director, officer, employee, trustee, fiduciary or agent under such policy or policies. If, at the time of the receipt of a notice of a claim pursuant to the terms hereof, the Company has director and officer liability insurance in effect, the Company shall give prompt notice of the commencement of such proceeding to the insurers in accordance with the procedures set forth in the respective policies. The Company shall thereafter take all necessary or desirable action to cause such insurers to pay, on behalf of Indemnitee, all amounts payable as a result of such proceeding in accordance with the terms of such policies.

(c) In the event of any payment under this Agreement, the Company shall be subrogated to the extent of such payment to all of the rights of recovery of Indemnitee against other persons or entities, and Indemnitee shall execute all papers required and take all action necessary to secure such rights, including execution of such documents as are necessary to enable the Company to bring suit to enforce such rights.

(d) The Company shall not be liable under this Agreement to make any payment of amounts otherwise indemnifiable (or for which advancement is provided hereunder) hereunder if and to the extent that Indemnitee has otherwise actually received such payment under any insurance policy, contract, agreement or otherwise.

(e) The Company's obligation to indemnify or advance Expenses hereunder to Indemnitee who is or was serving at the request of the Company as a director, officer,



employee, trustee, fiduciary or agent of any other corporation, partnership, joint venture, trust, employee benefit plan or other enterprise shall be reduced by any amount Indemnitee has actually received as indemnification or advancement of expenses from such other corporation, partnership, joint venture, trust, employee benefit plan or other enterprise.

**15. Settlement.**

(a) The Company shall have no obligation to indemnify Indemnitee under this Agreement for any amounts paid in settlement of any Proceeding by Indemnitee effected without the Company's prior written consent.

(b) The Company shall not, without the prior written consent of Indemnitee, consent to the entry of any judgment against Indemnitee or enter into any settlement or compromise which (i) includes an admission of fault of Indemnitee, any non-monetary remedy affecting or obligation of Indemnitee, or monetary Loss for which Indemnitee is not indemnified hereunder or (ii) with respect to any Proceeding with respect to which Indemnitee may be or is made a party, witness or participant or may be or is otherwise entitled to seek indemnification hereunder, does not include, as an unconditional term thereof, the full release of Indemnitee from all liability in respect of such Proceeding, which release shall be in form and substance reasonably satisfactory to Indemnitee.

(c) Neither the Company nor Indemnitee shall unreasonably withhold its consent to any proposed settlement.

**16. Duration of Agreement.** This Agreement shall continue until and terminate upon the later of (a) ten (10) years after the date that Indemnitee shall have ceased to serve as a director or officer of the Company or as a director, officer, employee, trustee, fiduciary or agent of any other corporation, partnership, joint venture, trust, employee benefit plan or other enterprise which Indemnitee served at the request of the Company or (b) one (1) year after the final termination of any Proceeding, including any and all appeals, then pending in respect of which Indemnitee is granted rights of indemnification or advancement of Expenses hereunder and of any proceeding commenced by Indemnitee pursuant to Section 13 of this Agreement relating thereto.

**17. Successors and Assigns.** This Agreement shall be binding upon the Company and its successors and assigns and shall inure to the benefit of Indemnitee and [his][her] heirs, executors and administrators.

**18. Severability.** If any provision or provisions of this Agreement shall be held to be invalid, illegal or unenforceable for any reason whatsoever (a) the validity, legality and enforceability of the remaining provisions of this Agreement (including without limitation, each portion of any Section of this Agreement containing any such provision held to be invalid, illegal or unenforceable, that is not itself invalid, illegal or unenforceable) shall not in any way be affected or impaired thereby and shall remain enforceable to the fullest extent permitted by law; (b) such provision or provisions shall be deemed reformed to the extent necessary to conform to applicable law and to give the maximum effect to the intent of the parties hereto; and (c) to the

fullest extent possible, the provisions of this Agreement (including, without limitation, each portion of any Section of this Agreement containing any such provision held to be invalid, illegal or unenforceable, that is not itself invalid, illegal or unenforceable) shall be construed so as to give effect to the intent manifested thereby.

**19. Enforcement.**

(a) The Company expressly confirms and agrees that it has entered into this Agreement and assumed the obligations imposed on it hereby in order to induce Indemnitee to serve as a director or officer of the Company, and the Company acknowledges that Indemnitee is relying upon this Agreement in serving as a director or officer of the Company.

(b) This Agreement constitutes the entire agreement between the parties hereto with respect to the subject matter hereof and supersedes all prior agreements and understandings, oral, written and implied, between the parties hereto with respect to the subject matter hereof.

**20. Effectiveness of Agreement.** This Agreement shall be effective as of the date set forth on the first page and may apply to acts or omissions of Indemnitee which occurred prior to such date if Indemnitee was an officer, director, employee, trustee, fiduciary or other agent of the Company, or was serving at the request of the Company as a director, officer, employee, trustee, fiduciary or agent of another corporation, partnership, joint venture, trust, employee benefit plan or other enterprise, at the time such act or omission occurred.

**21. Modification and Waiver.** No supplement, modification or amendment of this Agreement shall be binding unless executed in writing by the parties thereto. No waiver of any of the provisions of this Agreement shall be deemed or shall constitute a waiver of any other provisions of this Agreement nor shall any waiver constitute a continuing waiver.

**22. Notice by Indemnitee.** Indemnitee agrees promptly to notify the Company in writing upon being served with any summons, citation, subpoena, complaint, indictment, information or other document relating to any Proceeding or matter which may be subject to indemnification or advancement of Expenses covered hereunder. The failure of Indemnitee to so notify the Company shall not relieve the Company of any obligation which it may have to Indemnitee under this Agreement or otherwise.

**23. Notices.** All notices, requests, demands and other communications under this Agreement shall be in writing and shall be deemed to have been duly given (a) if delivered by hand and receipted for by the party to whom said notice or other communication shall have been directed, or (b) mailed by certified or registered mail with postage prepaid, on the third business day after the date on which it is so mailed:

(a) If to Indemnitee, at the address indicated on the signature page of this Agreement, or such other address as Indemnitee shall provide to the Company.

(b) If to the Company to

Genpact Limited  
c/o Genpact LLC  
105 Madison Avenue, 2nd Floor  
New York, NY 10016  
Attention: General Counsel

With a copy to:

Genpact Limited  
Canon's Court  
22 Victoria Street  
Hamilton HM 12  
Bermuda  
Attention: The Secretary

or to any other address as may have been furnished to Indemnitee by the Company.

24. **Contribution.** To the fullest extent permissible under applicable law, if the indemnification provided for in this Agreement is unavailable to Indemnitee for any reason whatsoever, the Company, in lieu of indemnifying Indemnitee, shall contribute to the amount incurred by Indemnitee, whether for Losses and/or for Expenses, in connection with any claim relating to an indemnifiable event under this Agreement, in such proportion as is deemed fair and reasonable in light of all of the circumstances of such Proceeding in order to reflect (i) the relative benefits received by the Company and Indemnitee as a result of the event(s) and/or transaction(s) giving cause to such Proceeding; and/or (ii) the relative fault of the Company (and its directors, officers, employees, trustees, fiduciaries and agents) and Indemnitee in connection with such event(s) and/or transaction(s).

25. **Applicable Law and Consent to Jurisdiction.** This Agreement and the legal relations among the parties shall be governed by, and construed and enforced in accordance with, the laws of the State of New York.

26. **Identical Counterparts.** This Agreement may be executed in one or more counterparts, each of which shall for all purposes be deemed to be an original but all of which together shall constitute one and the same Agreement. Only one such counterpart signed by the party against whom enforceability is sought needs to be produced to evidence the existence of this Agreement.

27. **Miscellaneous.** Use of the masculine pronoun shall be deemed to include usage of the feminine pronoun where appropriate. The headings of the paragraphs of this Agreement are inserted for convenience only and shall not be deemed to constitute part of this Agreement or to affect the construction thereof. The term including shall mean including without limitation.

IN WITNESS WHEREOF, the parties have caused this Agreement to be signed as of the day and year first above written.

GENPACT LIMITED

INDEMNITEE

By: \_\_\_\_\_  
Name:

By: \_\_\_\_\_  
Name:  
Address:

## CHIEF EXECUTIVE OFFICER CERTIFICATION

I, N.V. Tyagarajan, certify that:

1. I have reviewed this Quarterly Report on Form 10-Q of Genpact Limited for the period ended June 30, 2013, as filed with the Securities and Exchange Commission on the date hereof;
2. Based on my knowledge, this report does not contain any untrue statement of a material fact or omit to state a material fact necessary to make the statements made, in light of the circumstances under which such statements were made, not misleading with respect to the period covered by this report;
3. Based on my knowledge, the financial statements, and other financial information included in this report, fairly present in all material respects the financial condition, results of operations and cash flows of the registrant as of, and for, the periods presented in this report;
4. The registrant's other certifying officer and I are responsible for establishing and maintaining disclosure controls and procedures (as defined in Exchange Act Rules 13a-15(e) and 15d-15(e)) and internal control over financial reporting (as defined in Exchange Act Rules 13a-15(f) and 15d-15(f)) for the registrant and have:
  - a. Designed such disclosure controls and procedures, or caused such disclosure controls and procedures to be designed under our supervision, to ensure that material information relating to the registrant, including its consolidated subsidiaries, is made known to us by others within those entities, particularly during the period in which this report is being prepared;
  - b. Designed such internal control over financial reporting, or caused such internal control over financial reporting to be designed under our supervision, to provide reasonable assurance regarding the reliability of financial reporting and the preparation of financial statements for external purposes in accordance with generally accepted accounting principles;
  - c. Evaluated the effectiveness of the registrant's disclosure controls and procedures and presented in this report our conclusions about the effectiveness of the disclosure controls and procedures, as of the end of the period covered by this report based on such evaluation; and
  - d. Disclosed in this report any change in the registrant's internal control over financial reporting that occurred during the registrant's most recent fiscal quarter (the registrant's fourth fiscal quarter in the case of an annual report) that has materially affected, or is reasonably likely to materially affect, the registrant's internal control over financial reporting; and
5. The registrant's other certifying officer and I have disclosed, based on our most recent evaluation of internal control over financial reporting, to the registrant's auditors and the audit committee of the registrant's board of directors (or persons performing the equivalent functions):
  - a. All significant deficiencies and material weaknesses in the design or operation of internal control over financial reporting which are reasonably likely to adversely affect the registrant's ability to record, process, summarize and report financial information; and
  - b. Any fraud, whether or not material, that involves management or other employees who have a significant role in the registrant's internal control over financial reporting.

Date: August 9, 2013

/s/ N.V. TYAGARAJAN

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**N.V. Tyagarajan**  
*Chief Executive Officer*

## CHIEF FINANCIAL OFFICER CERTIFICATION

I, Mohit Bhatia, certify that:

1. I have reviewed this Quarterly Report on Form 10-Q of Genpact Limited for the period ended June 30, 2013, as filed with the Securities and Exchange Commission on the date hereof;
2. Based on my knowledge, this report does not contain any untrue statement of a material fact or omit to state a material fact necessary to make the statements made, in light of the circumstances under which such statements were made, not misleading with respect to the period covered by this report;
3. Based on my knowledge, the financial statements, and other financial information included in this report, fairly present in all material respects the financial condition, results of operations and cash flows of the registrant as of, and for, the periods presented in this report;
4. The registrant's other certifying officer and I are responsible for establishing and maintaining disclosure controls and procedures (as defined in Exchange Act Rules 13a-15(e) and 15d-15(e)) and internal control over financial reporting (as defined in Exchange Act Rules 13a-15(f) and 15d-15(f)) for the registrant and have:
  - a. Designed such disclosure controls and procedures, or caused such disclosure controls and procedures to be designed under our supervision, to ensure that material information relating to the registrant, including its consolidated subsidiaries, is made known to us by others within those entities, particularly during the period in which this report is being prepared;
  - b. Designed such internal control over financial reporting, or caused such internal control over financial reporting to be designed under our supervision, to provide reasonable assurance regarding the reliability of financial reporting and the preparation of financial statements for external purposes in accordance with generally accepted accounting principles;
  - c. Evaluated the effectiveness of the registrant's disclosure controls and procedures and presented in this report our conclusions about the effectiveness of the disclosure controls and procedures, as of the end of the period covered by this report based on such evaluation; and
  - d. Disclosed in this report any change in the registrant's internal control over financial reporting that occurred during the registrant's most recent fiscal quarter (the registrant's fourth fiscal quarter in the case of an annual report) that has materially affected, or is reasonably likely to materially affect, the registrant's internal control over financial reporting; and
5. The registrant's other certifying officer and I have disclosed, based on our most recent evaluation of internal control over financial reporting, to the registrant's auditors and the audit committee of the registrant's board of directors (or persons performing the equivalent functions):
  - a. All significant deficiencies and material weaknesses in the design or operation of internal control over financial reporting which are reasonably likely to adversely affect the registrant's ability to record, process, summarize and report financial information; and
  - b. Any fraud, whether or not material, that involves management or other employees who have a significant role in the registrant's internal control over financial reporting.

Date: August 9, 2013

/s/ MOHIT BHATIA

**Mohit Bhatia**

*Chief Financial Officer*

**Certification of the Chief Executive Officer**  
**Pursuant to 18 U.S.C. Section 1350,**  
**As Adopted Pursuant to Section 906 of the Sarbanes-Oxley Act of 2002**

In connection with the Quarterly Report of Genpact Limited (the "Company") on Form 10-Q for the period ended June 30, 2013 as filed with the Securities and Exchange Commission on the date hereof (the "Report"), I, N.V. Tyagarajan, Chief Executive Officer of the Company, certify, pursuant to 18 U.S.C. §1350, as adopted pursuant to Section 906 of the Sarbanes-Oxley Act of 2002, that:

1. The Report fully complies with the requirements of Section 13(a) or 15(d) of the Securities Exchange Act of 1934; and
2. The information contained in the Report fairly presents, in all material respects, the financial condition and results of operations of the Company.

Date: August 9, 2013

/s/ N.V. TYAGARAJAN

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**N.V. Tyagarajan**  
*Chief Executive Officer*  
*Genpact Limited*

**Certification of the Chief Financial Officer**  
**Pursuant to 18 U.S.C. Section 1350,**  
**As Adopted Pursuant to Section 906 of the Sarbanes-Oxley Act of 2002**

In connection with the Quarterly Report of Genpact Limited (the "Company") on Form 10-Q for the period ended June 30, 2013 as filed with the Securities and Exchange Commission on the date hereof (the "Report"), I, Mohit Bhatia, Chief Financial Officer of the Company, certify, pursuant to 18 U.S.C. §1350, as adopted pursuant to Section 906 of the Sarbanes-Oxley Act of 2002, that:

1. The Report fully complies with the requirements of Section 13(a) or 15(d) of the Securities Exchange Act of 1934; and
2. The information contained in the Report fairly presents, in all material respects, the financial condition and results of operations of the Company.

Date: August 9, 2013

/s/ MOHIT BHATIA

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**Mohit Bhatia**  
*Chief Financial Officer*  
*Genpact Limited*