



November 27, 2024

Gnanasekaran Govindasamy

Dear Gnanasekaran,

As we wrap up another year, I want to acknowledge how much your hard work and dedication to the company are appreciated. It is important for you to understand how much you are valued as a member of the Mold Masters team.

I am pleased to inform you that your base salary has been reviewed as part of the annual review process and will be increased as follows:

Your annualized base salary will increase from ₹1,031,318.00 to ₹1,093,197.08. This represents a 6.0% merit increase.

You have earned the following annual incentive compensation (e.g. IPA plan, Tactical plan). This bonus recognizes your results and contributions.

Annual Award at 100% Achievement	Individual Performance Factor	Annual Incentive Award Amount
₹26,767.90	80.0%	₹21,414.32
Total Annual Incentive Award Amount		₹21,414.32

I appreciate your ongoing commitment to the company's success and look forward to your continued engagement in achieving our business goals and objectives this coming year.

Sincerely,

A handwritten signature in blue ink, appearing to read 'Sanjeev Gidnavar', is written over a blue circular stamp or seal.

Sanjeev Gidnavar