

Date : 28-Mar-2020
Name : Nishtha Goel
Employee ID : 146108



Dear **Nishtha Goel**,

Please note that, in light of current economic conditions, the Company has to take many decisions to safeguard the interest of our employees, clients and the organization at large. As part of these, we are deferring any increments not yet implemented or due for implementation on April 1, 2020 or thereafter, for now, without impacting your current compensation structure. Needless to say, this communication will supersede all previous discussions/ correspondence on this matter.

We look forward to your partnership in implementing this decision.

Sincerely,

A handwritten signature in blue ink, appearing to read "Nalin Kumar Miglani".

Nalin Kumar Miglani

Executive Vice President & Chief Human Resource Officer