

May 23, 2023

S NikhilKumar

P.S. No : 10722175

Sub: Annual Incentive FY 2022-23

Dear S NikhilKumar,

We are pleased to inform that you are eligible for Annual Incentive for FY 2022-23. Please find the details below:

Incentive Payable: Rs. 8,613/-

The above amount is computed basis recommendation from your manager factoring your individual performance and Company performance multiplier for FY 2022-23.

This incentive amount is inclusive of bonus (if any), applicable under the Payment of Bonus Act, 1965 and amendments thereto.

The net incentive after deduction of applicable tax will be paid along with your salary in May 2023.

As per policy, the eligibility for incentive payout is your being on the rolls of the company as on 1st June 2023. In case your last working day falls before 1st June 2023, this paid incentive amount will be recovered from your full and final settlement.

All matters related to your compensation with the Company is strictly confidential in nature and expected to be treated the same from your side.

For further clarifications, you may contact your Manager or People Partner concerned.

Sincerely,

For LTIMindtree Limited



Manoj Shikarkhane

Chief Human Resources Officer