

30 June, 2021

Saumitra Pandey
1064460

Dear **Saumitra**,

We have completed the confirmation review process and we are pleased to inform you that, effective **1st July 2021** you are confirmed. The designation and competency will be as communicated to you in your offer letter.

The detailed break up of your Total Compensation is given below (all figures are in INR and per annum).

Basic	180,000
HRA	89,916
Provident Fund	21,600
Gratuity	8,640
Insurance Benefits*	6,600
Allowance in Lieu of Reimbursement	45,252
Annual Gross	352,008
Bonus / Variable Compensation**	48,000
Total Compensation	400,008

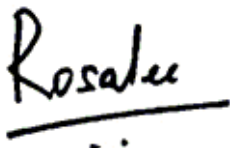
*Premium towards Group Medical Coverage, Group Term Life & Group Personal Accident covers for self. Parents can be covered into Group medical coverage by paying additional premium. The details of the same can be found in People Hub.

**The payout will be based on the Performance Bonus plan. Please refer People Hub for more details.

The other terms and conditions of your employment are as mentioned in your offer of employment.

Saumitra, we would encourage you to continue focusing your efforts on your individual learning and look forward to your contribution to Mindtree's growth.

With Regards
for **Mindtree Ltd.**



Rosalee M Kombial
Vice President - People Function

Private and Confidential

I, Saumitra Pandey(Emp-code:1064460) have read and understood the terms and conditions of this agreement. I agree to the terms and conditions contained in the letter.

_____ (Saumitra Pandey) Date: ____/____/____