

Strictly Confidential

Date: July 31, 2023

Employee ID: 00156013

Emp. Name: D Ramakrishna Sharma

Subject: Compensation Review FY 2023-24

Dear D Ramakrishna,

We appreciate you being a part of company's growth and helping achieve greater milestones. We acknowledge your hard work and admire your dedication. We are extremely thankful to you for your contribution this year, which has helped us stay on course with our vision.

In recognition to your contributions to the organization's growth and potential for taking higher responsibilities in the organization, we are pleased to revise your annual compensation to **INR 20,88,200** per annum with effect from **September 01, 2023**.

Please refer to **Annexure A** for the revised compensation. The other terms and conditions of your employment remain unchanged.

Thank you for your unwavering commitment and dedication. Let us together demonstrate the "6 Culture Tenets" to take Birlasoft to greater heights.

Best wishes,



Deepak Dobriyal
Senior Vice President - Human Resources

Birlasoft Limited

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Strictly Confidential**Annexure A**

Name	D Ramakrishna Sharma	
Employee ID	00156013	
Revision Effective Date	01 September 2023	
Component	Previous (INR)	Revised (INR)
Fixed Compensation	19,83,948	20,72,148
Insurance Premium*	16,051	16,051
Total Target Compensation	20,00,000	20,88,200

Note: All the amounts mentioned above are per annum. The above mentioned compensation is a gross salary and is subject to income tax deductions. All the applicable taxes and social security deductions will be withheld from your salary at source as per prevailing laws and regulations.

*The amount of your insurance premium may change, depending on the choices you make during the open enrollment period.

The other terms and conditions of employment remain unchanged.

Sincerely,



Deepak Dobriyal
Senior Vice President - Human Resources

Birtasoft Limited

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