



Reference ID: **283089**

Dear **Krishnamurthy H R(52038088)**,

HCL continues to consolidate its position in the global market, focusing on enhanced quality and operational excellence. HCL has contributed in terms of operational efficiency, productivity improvement and product quality through our continuous improvements, quality achievement and execution excellence.

Let us look ahead and strive to demonstrate greater competency that would result in increased productivity, quality, timeliness in execution and work more closely together leveraging skills across HCL.

In recognition of your effective application and utilization of skills for **MANF-MD1-GEHC\_FETAL\_CARE\_JUL2020**, we are pleased to announce that you are awarded a **Retention Bonus of INR 200000 (Taxes as applicable)** which will be paid **Quarterly** as per the below defined grid.

<b>Pay Out Effective Date</b>	<b>Payout Amount</b>
Apr'25	50000
Jul'25	50000
Oct'25	50000
Jan'26	50000

**Points to be noted:**

1. During this period you should be part of MANF-MD1-GEHC\_FETAL\_CARE\_JUL2020 Project
2. Incase of initiation of intent to separate raised during the payout period (from 01 Apr 2025 till 31 Mar 2026), the amount paid shall be recovered and future payout will be stopped
3. In case of movement to any other geo, the future payouts will be stopped.
4. Future payouts will be Stopped in case of EMS/ Pre-separation
5. Payout of the bonus is subject to the employees active employment status on the roles of the organization

We look forward to your continued contribution in all spheres of activity in the organization, as we together scale to greater heights. Thanks for your individual efforts and personal commitment. We look forward to your greater contributions in the coming years.

**With Best Wishes,**

For HCL Technologies Ltd,

AARTHI PADMA DEVANATHAN

LOB HR HEAD