

Personal & Confidential

Mr. Satyajit Mahapatra
Emp ID: 0801

Date: May 11, 2021

Retention Scheme: 2021-2022

Dear Satyajit Mahapatra,

Congratulations! We are delighted to inform you that you are one of the select few people who are being invited to be a part of the Retention Scheme for 2021-2022. This invitation is in recognition of your contributions, hard work and continued service with Tredence.

Please find below the details of the Retention Scheme for 2021-2022:

- **Amount** – You are eligible for a retention bonus of **INR 250,000**
- **Payout** – This amount will be paid out in **May 2021**

Other key points to note:

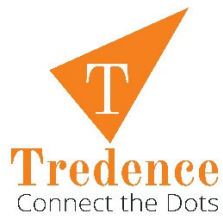
- This scheme is valid for 12 months (till April 2022). You shall refund this amount in full in the event you quit, or you are serving a notice period before April 30, 2022.
- At the end of the Retention Scheme period, this amount will be added to your CTC. In other words, effective May 1, 2022, INR 250,000 will be added to your CTC at that time.

All other terms and conditions of your contract of employment with Tredence Analytics Solutions Pvt Ltd remains unchanged. Do note that the above information is confidential in nature and we request you to treat it as per company policy.

We want to thank you for being part of the Tredence journey so far and look forward to building a bigger and better Tredence in 2021!



Authorized Signatory:
Saurabh Upadhyay
Chief People Officer
For Tredence Analytics Solutions Pvt Ltd



Tredence Analytics Solutions Pvt. Ltd.

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Tel: (+91) 8069 001 842

ACCEPTANCE:

I accept the opportunity to be a part of the Retention Scheme for 2021-2022. I have read the terms and I agree to them.

Signature

Name of the employee:

Date: