

05 July 2021

4609 | 2021 | April

Dear **Shambhu Kumar Pashupati**,

It's no mean Achievement. Congratulations!!

Over the last 4 years, we have scaled Data, Digital & Temenos as three additional services, and transformed our assurance portfolio to be a lot more tech led. We scaled our partnership with 4 Strategic Accounts and 6 Key Accounts. Our Customer Intimacy Model, driven by, Insight, multi-layered Engagement and relentless focus on Delivery Impact, created strong customer trust and helped scale the team from 900 to 2200 associates. Our teams are recognized by each and every one of our customers to be "high on initiative, ownership & commitment to customer success" and as a result we doubled our revenues in this period.

All this was part of Maveric 3.0 Strategic Plan and you have played your unique role in making it a grand success. In this backdrop, I am happy to inform you that your performance review process is complete and as a recognition of your contributions your compensation stands revised to **INR 5,18,000** per annum with effect from **01-April-21**. Your next revision would be in **April'2022**.

Furthermore, Maveric 3.0 has laid a strong foundation for rapid growth within our existing accounts and armed us with exceptional credits and customer references for new client acquisition.

Over the last three months, we have drawn out a detailed Maveric 4.0 plan and validated the same with inputs from industry experts. The objectives are:

1. Gaining leadership through proven solutions for CXO challenges in the areas of Regulatory Reporting, Customer Experience, Customer Analytics, Cloud Enablement and Digital Operations.
2. Becoming a partner of choice to 7 out of the top 15 Global banks and 15 out of top 50 regional banks and select Fintechs.
3. Further invigorating our delivery model, talent nurturing process and customer centric culture that assures heightened customer mindshare and builds competitive differentiation.
4. Be recognized as Top-3, niche, Bank-Tech transformation specialist in retail, corporate and wealth management domain.

As a result, we shall triple our revenues to 1200 crore by 2025.

In line with the Maveric 4.0 objectives, various reframing initiatives have been kicked off in each of the businesses and at the corporate level. There are many new challenging roles and leadership positions created where you can realize professional growth. Significant investments and leadership bandwidth expansion has been committed to assure each one of you work with quality customers, challenging projects and under right leadership that supports you in continuous learning.

Growth comes from breaking out of the comfort zone. Counting on you to break out and Accelerate Next.

Love and Regards



Aravind Ponniraivan
Senior Vice President

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