



Dear Sujjith Sukumaran,

COVID-19 is not only a pandemic with widespread impact, but it is also changing the way we view and approach different aspects of our lives, businesses, and economic order. As the world continues to navigate the crisis, HCL continues to focus on safeguarding its employees, demonstrating strong business capabilities, and delivering valuable services, which are built on our four decades of innovation.

Our people are our most invaluable asset. Be it working from home or working from office, each one of you performed brilliantly, despite an unrelenting pandemic. Because of your commitment and dedication, we earned a prestigious designation in Forbes' list of the 'World's Best Employers 2020', ranking us at #30 globally and making us the top-ranked company among multinationals headquartered in India. And our performance across all geographies, segments and verticals is poised for growth. This is a testament to our remarkable resilience as an organization to bounce back and come stronger. And we sincerely express our gratitude to you, your families for their support, and will continue to place a strong focus on employee welfare, progress, and growth.

Your annual compensation has been revised to Rs. **256601** with effect from **01/10/2020**. The details of your revised compensation has been enclosed in Annexure.

All other terms and conditions of your employment remain unchanged.

We look forward to a mutually beneficial association and your active participation as a key contributor in HCL's journey towards our shared goals and a rewarding future ahead!

Sincerely,

Darren Bradley Oberst
LOB HEAD

PAUL HUDSON BENSON
LOB HR HEAD

Letter Release Date :- 08/01/2021

Employee Ecode:-51783023

Note: All dates are in DD/MM/YYYY format



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