



Mindtree

A Larsen & Toubro Group Company

Registered Office Address: Mindtree Ltd.
Global Village, RVCE Post, Mysore Road,
Bengaluru-560059, Karnataka, India.
Corporate Identity Number (CIN):
L72200KA1999PLC025564
E-mail: info@mindtree.com

Date 14th Nov 2022

SUVENDU POLLEY

M1064397

Dear SUVENDU POLLEY,

As you are aware, Mindtree Limited ("**Mindtree**") and Larsen & Toubro Infotech Limited ("**LTI**") are merging. Pursuant to the merger, the name of the surviving legal entity LTI will be changed to "LTIMindtree Limited" ("**LTIMindtree**") in due course.

We are pleased to confirm the following which shall apply to your employment:

1. You will be employed with LTI/LTIMindtree with effect from 14th Nov 2022 (**Commencement Date**). Your service tenure with Mindtree will be recognized for the purpose of any entitlements linked to duration and continuity of your services.
2. Your current position will be transitioned to the merged entity at same compensation and other terms and conditions under which you were employed by Mindtree as on the Commencement Date. In the future, LTIMindtree may carry out certain changes to bring uniformity to the current employment terms and policies, inherited from the merging organizations subject to applicable laws.
3. All accrued but unutilized employment or statutory entitlements (as the case may be) which you may be eligible for, will be carried forward unless you receive any cash payments in lieu of any entitlements from Mindtree before the Commencement Date.
4. Any reference in your contract of employment to Mindtree shall be read as a reference to LTI/LTIMindtree.

The terms of this letter will be binding from the Commencement Date.

Thank you for your contributions. We look forward to your continued support and wish you the very best in your career.

Yours sincerely,

For Mindtree Limited

Suresh Bethavandu

Chief People Officer

Welcome to possible