

27 August, 2022

Suvendu Polley
1064397

Dear **Suvendu Polley**,

Subject: Annual Compensation Revision 2022

In view of the compensation and benefits framework of the organization, increments are linked to your performance. Accordingly, based on your performance for the year **2021-22**, we are pleased to inform you that you have been placed on a revised consolidated compensation package of **INR 450,000 per annum** effective **1st May 2022**.

A detailed break up of your Total Compensation is given below (*all figures mentioned are in INR/annum*).

| Particulars | Present INR/annum | Revised INR/annum |
|------------------------------------|--------------------------|--------------------------|
| Basic | 180,000 | 202,500 |
| HRA | 89,916 | 101,148 |
| Provident Fund | 21,600 | 24,300 |
| Gratuity | 8,640 | 9,720 |
| Insurance Benefits* | 6,600 | 7,704 |
| Allowance in Lieu of Reimbursement | 45,252 | 50,628 |
| Annual Gross | 352,008 | 396,000 |
| Bonus / Variable Compensation** | 48,000 | 54,000 |
| Total Compensation | 400,008 | 450,000 |

***Premium towards Group Medical Coverage, Group Term Life and Group Personal Accident cover is as per your insurance policy. Please refer to PeopleHub for more details.**

****The payout will be based on the bonus plan applicable to you.**

Since all matters related to compensation are between you and the organization, you are requested to maintain strict confidentiality about the same.

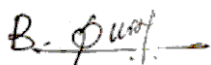
If the compensation requires restructuring in order to comply with the proposed Code on Social Security, the restructuring shall be done in a way that is cost neutral for the company, while maintaining the total fixed and variable pay includes social security benefits for you. All other terms and conditions of your existing employment remain unchanged.

Suvendu, we take this opportunity to place on record our appreciation of your contribution in the year 2021-22.

We wish you an exciting future with Mindtree.

Sincerely,

For **Mindtree Ltd.**



Suresh Bethavandu
Chief People Officer