

CONFIDENTIAL

Date: 19-Apr-2022

Emp No.: 125477

Dear **Tushar Shirol**,

Hope you are doing well, and you and your dear ones continue to remain healthy and safe.

2021 was without a doubt an incredible year of new milestones for Brillio including the highest revenue growth and crossing the 4,000 mark in terms of global employee strength. We achieved not just our financial success but also showed great progress in how we imbued the spirit of We Care for our customers, colleagues, and community. We also welcomed colleagues from Standav and Cedrus to the Brillio family to further augment our growth story, opening fresh avenues of growth, learning and collaboration.

We had a great start to 2022 and we are confident that, with your continued contribution, we will continue to show an industry leading performance. We are committed to sharing this success with each one of you and in recognition of your contribution and performance, we are pleased to announce the following:

Your total compensation stands revised to **INR 17,05,000/- per annum**, effective from **April 1, 2022**.

All other terms and conditions of your employment with Brillio remain the same as per our earlier communication. Please note that your compensation structure is personal to you, and you are requested to keep it confidential.

Sincerely,

Mark Berler
Interim Chief Human Resources Officer

ANNEXURE 1**Tushar Shirol****Level -6****Effective Date: Apr 01, 2022**

COMPONENT	Revised Compensation (in INR p.m.)	Revised Compensation (in INR p.a.)
Basic	56,833	6,82,000
House Rent Allowance	22,733	2,72,800
Special Allowance	57,983	6,95,796
Monthly Gross	1,37,550	16,50,596
Retiral Benefits		
Company's Contribution to PF	1,800	21,600
Company's Contribution to Gratuity (@4.81% of Basic)	2,734	32,804
Total Gross	1,42,083	17,05,000

Note:

- Please refer the Bonus Pay Policy on our intranet for further details (If applicable).
- Income tax, ESI and other statutory deductions will be applicable as per prevailing regulatory norms
- Flexible benefits will be considered as per the payroll portal