

May 13, 2022

Employee ID : 66303
Emp. Name : Vivek Kumar Dixit

Dear 66303,

Your total target compensation has been restructured to INR **1,036,298** per annum with effect from **01-April-2022**. Please refer to **Annexure A** & **Annexure B** for the detailed break-up.

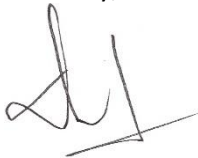
The above mentioned compensation is a gross salary and is subject to income tax deductions. All the applicable taxes and social security deductions will be withheld from your salary at source as per prevailing laws and regulations.

The other terms and conditions of employment remain unchanged.

We look forward to your continued value addition to the growth of Birlasoft Limited.

Wishing you the very best!

Sincerely,



Deepak Dobriyal
Sr. Vice President - Human Resources

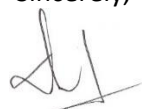
ANNEXURE A

Name	Vivek Kumar Dixit	
Employee ID	66303	
Revision Effective Date	01-April-2022	
Component (INR)	New	Previous
Basic Salary	412,343	412,343
Monthly Bonus	82,469	82,469
Employer's contribution to Provident Fund	49,481	49,481
Flexi Basket	231,396	231,396
Additional Allowance	220,407	116,777
Fixed Compensation	996,096	892,466
Insurance Premium	40,202	40,202
Variable Performance Incentive*	0	103,630
Total Target Compensation	1,036,298	1,036,298
Notional Provision for Statutory Gratuity**	19,834	19,834
Cost to Company	1,056,132	1,056,132

*Variable Performance incentive shown here is an indicative amount at 100% and actual payout may vary based on the achievement of defined goals /Business Unit performance / Individual Performance / Company Performance, as applicable. This will be payable as per the Incentive Policy of the organization.

** Gratuity will be payable on completion of five years of continuous services with the Company, as per the Payment of Gratuity Act, 1972

Sincerely,



Deepak Dobriyal
Sr. Vice President - Human Resources

Birlasoft Limited

(Formerly KPIT Technologies Limited)

Registered Office: 35 & 36, Rajiv Gandhi Infotech Park, Phase - I, MIDC, Hinjawadi, Pune (MH) 411057, India

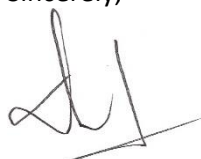
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ANNEXURE B

Component (INR)	New	Previous
HRA	206,172	206,172
Meal Allowance	13,200	13,200
Professional Development Reimbursement		
Children Education Allowance	1,200	1,200
Employer's contribution to NPS	10,824	10,824
Leave Travel Assistance		
Fuel & Maintenance Allowance		
Driver's Salary		
Telephone Reimbursement		
Flexi Basket	231,396	231,396

Sincerely,



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Sr. Vice President - Human Resources

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