

**31 January, 2022**

**Akash Sai**  
**1056223**

Dear **Akash**

At Mindtree we continuously strive to recognize significant & effective contributions made by Mindtree Minds leading to Company's exemplary performance & growth.

We are pleased to advise your promotion from salary grade **C1** to **C2** effective **1<sup>st</sup> January 2022**

**Akash**, we believe that this career advancement will be rewarding & look forward to your continued commitment, enthusiasm and performance.

Your revised Total Compensation on promotion will be **INR 575,004 per annum**.

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

<b>Components</b>	<b>Previous</b>	<b>New</b>
Basic	202,440	258,756
HRA	101,124	129,384
Provident Fund	24,288	31,056
Gratuity	9,720	12,420
Insurance Benefits*	6,600	7,704
Allowance in Lieu of Reimbursement	51,720	66,684
Annual Gross	395,892	506,004
Bonus / Variable Compensation**	53,988	69,000
<b>Total Compensation</b>	<b>449,880</b>	<b>575,004</b>

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

**\*\*The Payout will be based on the bonus plan applicable to you. Please refer to PeopleHub or other relevant communication in this regard for more details.**

All matters related to compensation are between you & the company and you are required to maintain strict confidentiality regarding the same.

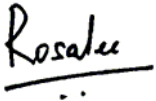
In the event that the compensation requires restructuring in order to comply with the proposed Code on Social Security, 2020, the restructuring shall be done such that it is cost neutral for the Company, while maintaining the total fixed and variable pay inclusive of social security benefits for you.

All other terms & conditions of your existing employment remains unchanged unless stated otherwise.

**Akash**, we sincerely appreciate your continued commitment, performance and wish you an exciting future with Mindtree Ltd.

Welcome to Possible!

For **Mindtree Ltd.**



**Rosalee M Kombial**  
**Vice President - People Function**