



TCS Confidential
Ref: TCS/2019-20/CC-C2/1401643

May 30, 2019

Amir Ghaderi
TCCI - CANADA

Dear Amir,

I am pleased to inform you that you have earned a bonus of CAD 5,379 for the financial year 2018-19. This amount has been arrived as per your bonus plan, after considering your and the company performance.

This remuneration is discretionary and continues to be based on your assessed individual performance, the performance of your unit and TCS globally.

All amounts will be subject to payroll withholdings pursuant to applicable laws. All other terms and conditions of employment remain unchanged.

I thank you for your efforts and look forward to your continued commitment to take your unit and TCS to greater heights.

Warm regards and best wishes,

A handwritten signature in blue ink that reads 'S. Narasimhan'.

Narasimhan Srinivasan
Vice President, Head - Human Resources, North America

Note: Signature on the document is in the nature of electronic signature of authorized representative of Tata Consultancy Services Canada Inc., which signature is deemed to be an original thereof.

TATA CONSULTANCY SERVICES

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