



March 19, 2025

**Raju Chevvakula**

Employee Number: 71842691

Dear Raju,

We are pleased to inform you that our annual compensation review (ACR) process is now complete. As a result of this initiative, you will receive the following adjustment to your compensation effective **April 1, 2025** (changes listed in your local currency):

	Previous	New	% Change
<b>Base Salary</b>	2,537,821.65 INR	2,639,334.52 INR	4.0%
<b>STI (% of base salary)</b>	238,555.24 INR (9.4%)	263,933.45 INR (10.0%)	0.6%
<b>TTC</b>	2,776,376.89 INR	2,903,267.97 INR	4.6%

Thank you for all you do for Hitachi DS!

Best Regards,

**Venu Madhav Reddy**

Cloud Infrastructure-As-A-Service (IAAS) Manager