

Mr Vinay Mahajan

Date: 28.02.2023

Compensation Review Confirmation

The result of Compensation Review for Vinay Mahajan (Personnel Number: 40006550):

| Compensation Review | | | | | | | | |
|--|---------------------|--------------------------------|---------------------------|--------------------|-----------|-----------------|---------------------------|----------|
| IN SalaryReview22/23 | | | | | | | | |
| Salary Review | | | | | | | | |
| Compensation Plan | | | | | | | Effective Date | |
| Salary Review | | | | | | | 01.04.2023 | |
| Previous Salary ⁽¹⁾ | Salary Increase % | Increase Amount ⁽¹⁾ | New Salary ⁽²⁾ | Currency | Time Unit | | | |
| 7,073,150.00 | 6.00 | 424,390.00 | 7,497,540.00 | INR | Annually | | | |
| ⁽¹⁾ Values are calculated based on 100% Employment Level. | | | | | | | | |
| ⁽²⁾ Local rounding rule is applied (if applicable). | | | | | | | | |
| Short-Term Incentive | | | | | | | | |
| Compensation Plan | | | | | | | Effective Date | |
| Short-Term Incentive = Base Salary * STI Target % * Employment Level % * BPF % * Payout Factor % * (No. of Days / 365) | | | | | | | 01.03.2023 | |
| No. of Days | Organizational Unit | Base Salary | STI Target % | Employment Level % | BPF % | Payout Factor % | STI Amount ⁽¹⁾ | Currency |
| 275 | Data Ops Dev Unit | 7,073,150.00 | 20.00 | 100.00 | 105 | 120 | 1,342,929.58 | INR |
| 90 | Data Ops Dev Unit | 7,073,150.00 | 20.00 | 100.00 | 105 | 120 | 439,504.22 | INR |
| Total Short-Term Incentive Amount ⁽¹⁾⁽²⁾ | | | | | | | 1,782,440.00 | INR |
| ⁽¹⁾ Local rounding rule is applied (if applicable) | | | | | | | | |
| ⁽²⁾ Values are calculated based on proration | | | | | | | | |
| BPF = Business Performance Factor | | | | | | | | |
| ⁽³⁾ The amounts shown on the compensation review confirmation are gross amounts. | | | | | | | | |
| ⁽⁴⁾ Please contact your Operational Manager and/or your P&O Business Partner in case of any questions. | | | | | | | | |
| ⁽⁵⁾ We thank you for your Exceptional Impact to the success of our organization in 2022 and wish you all the best for the current year. | | | | | | | | |

Long-Term Incentive

| Compensation Plan | | | | | Grant Date |
|--|----------------------------|-----------------------------------|-------|------------------------------|------------|
| Long-Term Incentive = (Base Salary * Employment Level % * LTI %) | | | | | 25.01.2023 |
| Award Type | Base Salary ⁽⁵⁾ | Employment Level % ⁽⁵⁾ | LTI % | LTI Amount ⁽²⁾⁽⁶⁾ | Currency |
| SELECT Award | 7,073,150.00 | 100.00 | 13 | 919,510.00 | INR |
| Total Long-Term Incentive Amount ⁽²⁾⁽⁶⁾ | | | | 919,510.00 | INR |

⁽²⁾Local rounding rule is applied (if applicable).

⁽⁵⁾Base Salary and Employment Level % based on December 31st of performance year 2022

⁽⁶⁾Values are FTE adjusted based on Employment Level

Your Total Long-Term Incentive amount (SELECT Award and/or Divisional Grant) will be delivered in the form of Restricted Shares (RS) / Restricted Share Units (RSU) determined by applicable country laws and Company policy. The equity will be booked in your personal portfolio with your Plan Administrator (Fidelity for North America associates; Equatex for all other associates) within the next few weeks. You will be notified via email from the Plan Administrator as soon as the awards have been deposited into your equity account. For further details, please refer to the SELECT Plan documents visible on your Plan Administrator accounts or visit our Group HR Compensation and Benefits website.

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EFFECTIVE DATE: 01.04.2023

| TOTAL COMPENSATION BREAKUP | |
|----------------------------|---------------------|
| Salary Components | Per Annum(INR) |
| Basic Salary | 3,223,943.00 |
| Flexi | 4,273,597.00 |
| Provident fund | 386,873.00 |
| Gratuity | 183,120.00 |
| Short term incentive | 1,499,508.00 |
| Cost to Company | 9,567,041.00 |

