

Mr Vinay Mahajan

Date: 24.02.2022

### Compensation Review Confirmation

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

Compensation Review								
IN SalaryReview21/22								
Salary Review								
Compensation Plan							Effective Date	
Salary Review							01.04.2022	
Previous Salary <sup>(1)</sup>	Salary Increase %	Increase Amount <sup>(1)</sup>	New Salary <sup>(2)</sup>	Currency	Time Unit			
6,736,329.00	5.00	336,821.00	7,073,150.00	INR	Annually			
<sup>(1)</sup> Values are calculated based on 100% Employment Level.								
<sup>(2)</sup> 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)							01.03.2022	
No. of Days	Organizational Unit	Base Salary	STI Target %	Employment Level %	BPF %	Payout Factor %	STI Amount <sup>(1)</sup>	Currency
275	Data Ops Dev Unit	6,736,329.00	20.00	100.00	102	100	1,035,364.54	INR
90	Data Ops Dev Unit	6,736,329.00	20.00	100.00	102	100	338,846.58	INR
Total Short-Term Incentive Amount <sup>(1)(2)</sup>							1,374,220.00	INR
<sup>(1)</sup> Local rounding rule is applied (if applicable)								
<sup>(2)</sup> Values are calculated based on proration								
BPF = Business Performance Factor								
<sup>(3)</sup> The amounts shown on the compensation review confirmation are gross amounts.								
<sup>(4)</sup> Please contact your Operational Manager and/or your P&O Business Partner in case of any questions.								
<sup>(5)</sup> We thank you for your Strong Impact to the success of our organization in 2021 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 %)					26.01.2022
Award Type	Base Salary <sup>(5)</sup>	Employment Level % <sup>(5)</sup>	LTI %	LTI Amount <sup>(2)(6)</sup>	Currency
SELECT Award	6,736,329.00	100.00	11	741,000.00	INR
Total Long-Term Incentive Amount <sup>(2)(6)</sup>				<b>741,000.00</b>	<b>INR</b>
<p><sup>(2)</sup>Local rounding rule is applied (if applicable).</p> <p><sup>(5)</sup>Base Salary and Employment Level % based on December 31st of performance year 2021</p> <p><sup>(6)</sup>Values are FTE adjusted based on Employment Level</p> <p>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.</p>					

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EFFECTIVE DATE: 01.04.2022

TOTAL COMPENSATION BREAKUP	
Salary Components	Per Annum(INR)
Basic Salary	3,041,453.00
Flexi	4,031,692.00
Provident fund	364,974.00
Gratuity	172,755.00
Short term incentive	1,414,629.00
<b>Cost to Company</b>	<b>9,025,503.00</b>

