

20 April, 2021

**Gouthami S**  
**1056333**

Dear **Gouthami**

Subject: Annual Compensation Revision 2021

We thank you for your valuable contributions towards the growth & success of Mindtree in FY2021. This was possible due to your focus and commitment. The company has undergone an exercise of compensation revision and in recognition of your performance we are pleased to advise the following revision in your compensation effective **1<sup>st</sup> February 2021**.

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

<b>Particulars</b>	<b>Present INR/per annum</b>	<b>Revised INR/per annum</b>
Basic	180,000	180,000
HRA	89,916	89,916
Provident Fund	21,600	21,600
Gratuity	8,640	8,640
Insurance Benefits*	6,600	6,600
Allowance in Lieu of Reimbursement	1,248	45,252
Annual Gross	308,004	352,008
Bonus / Variable Compensation**	42,000	48,000
<b>Total Compensation</b>	<b>350,004</b>	<b>400,008</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.

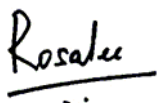
\*\*The Payout will be based on the bonus plan applicable to you. Please refer to PeopleHub for more details.

All matters related to compensation are between you & the company and you are required to maintain strict confidentiality regarding the same. All other terms & conditions of your existing employment remains unchanged.

**Gouthami**, 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**