7 July, 2021

PavanKumar Gunturi
1056168

Dear **PavanKumar**

At Mindtree we continuously strive to recognize significant & effective contributions made by Mindtree Minds leading to Company's exemplary performance & growth.

We are pleased to advise your promotion from salary grade **C1** to **C2** effective **1**st **July 2021**

PavanKumar, we believe that this career advancement will be rewarding & look forward to your continued commitment, enthusiasm and performance.

Your revised Total Compensation on promotion will be **INR 650,004 per annum.**

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

Components	Previous	New
Basic	180,000	292,500
HRA	89,916	146,256
Provident Fund	21,600	35,100
Gratuity	8,640	14,040
Insurance Benefits*	6,600	6,600
Allowance in Lieu of Reimbursement	45,252	77,508
Annual Gross	352,008	572,004
Bonus / Variable Compensation**	48,000	78,000
Total Compensation	**400,008**	**650,004**

*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 or other relevant communication in this regard for more details.

All matters related to compensation are between you & the company and you are required to maintain strict confidentiality regarding the same.
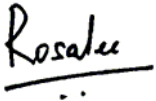
In the event that the compensation requires restructuring in order to comply with the proposed Code on Social Security, 2020, the restructuring shall be done such that it is cost neutral for the Company, while maintaining the total fixed and variable pay inclusive of social security benefits for you.

All other terms & conditions of your existing employment remains unchanged unless stated otherwise.

PavanKumar, we sincerely appreciate your continued commitment, performance and wish you an exciting future with Mindtree Ltd.

Welcome to Possible!

For **Mindtree Ltd**.

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Rosalee M Kombial
Vice President - People Function