



July 18, 2022

Harsh Hirani
393129

Dear Harsh Hirani,

Our company's accomplishments continue to be the result of hard work, dedication, and the collective and individual efforts of our employees. Thank you for all that you have personally contributed to our company's success.

In recognition of those contributions, and as a reflection of current market practices, I am pleased to inform you of the following:

	Particulars	Current Information (Amount in INR)	New Information (Amount in INR)	% Change
(i)	Annual Basic Salary	850,599	1,080,261	
(ii)	Flexi Benefit Plan	850,599	1,080,260	
(iii)	Base Salary: [(i)+(ii)] <i>Effective August 1, 2022</i>	1,701,198	2,160,521	27.0%
(iv)	Target Bonus (12%) <i>Effective August 1, 2022</i>	204,144	259,263	27.0%
(v)	On-Target Earnings: [(iii)+(iv)]	1,905,342	2,419,784	27.0%

All statutory contributions from the company will be in addition to the above, as governed by applicable local law, amended from time to time.

All other terms and conditions of employment remain unchanged. You are reminded that all salary details are confidential and therefore should be kept as such.

VMware and I sincerely value your contributions to date, and we look forward to your ongoing support as we continue to grow and prosper.

Best Regards,

Shaurabh Gupta



July 18, 2022

Harsh Hirani

Dear Harsh,

Congratulations!

As a key employee of our company, the Compensation Committee of the Company Board (the "Committee") has approved a grant to you of Restricted Stock Units ("RSUs") as detailed below.

The award was calculated using a Target Equity Value of \$18,000.00.

Your grant provides for vesting over 3.75 years per the following vest schedule:

- The first vest date will be a "cliff" vest of one-third of the total grant on March 1, 2023.
- The remaining shares will vest ratably every three months following the first vesting date in equal portions until the grant becomes fully vested on March 1, 2026.

The Target Equity Value was converted to RSUs using the trailing forty-five (45) trading day closing sale price average ending on (and inclusive of) the last day of the month preceding the Committee's approval. For purposes of this grant, the 45 trading day average was computed as of May 31, 2022, reflecting a trailing average stock price of \$109.8931. RSUs are granted and governed under the company's 2007 Equity and Incentive Plan pursuant to an award agreement with the company and vesting will be subject to your continuing employment with our company.

Additional information will be forthcoming via email from Stock Administration and E*TRADE. Your award will be visible in E*TRADE by August 1, 2022. As not all company employees are eligible for this program, we appreciate you treating this award in a confidential manner.

The company values the contributions you make and the results you have achieved to support our company in accomplishment of our goals.

Best regards and continued success.

Shaurabh Gupta