

24 May, 2019

Akshay Jain
1050360

Dear **Akshay**,

We are pleased to inform that effective **1 April 2019**, your compensation has been revised. Your revised Total Compensation will be **INR 787,512 per annum**.

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

Components	New
Basic	275,628
HRA	137,820
Provident Fund	33,072
Gratuity	13,236
Insurance Benefits*	6,000
Allowance in Lieu of Reimbursement	227,256
Annual Gross	693,012
Bonus**	94,500
Total Compensation	787,512

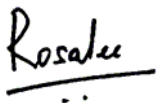
*Premium towards Group Medical Coverage, Group Term Life and Group Personal Accident cover as per insurance policy. Please refer to PeopleHub for more details.

**The Payout will be based on the Bonus Plan. Please refer to PeopleHub for more details.

Akshay, we look forward to your continued support and contribution towards achieving yet another year of exemplary performance and growth.

Welcome to Possible!

for **Mindtree Ltd.**



Rosalee M Kombial
Associate Vice President - People Function

Annexure 1

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

Components	Previous
Basic	262,500
HRA	131,256
Conveyance	30,000
Competence Linked Pay	24,000
Communication Allowance	30,000
Education Allowance	24,000
Provident Fund	31,500
Gratuity	12,600
Insurance Benefits	5,640
FEP	108,516
Annual Gross	660,012
Bonus	90,000
Total Compensation	750,012