

**Private and Confidential**

**January 30, 2024**

**Name: Mohan M A**  
**Emp. Code: 179518**

**Dear Mohan,**

**Sub: Retention Bonus Program**

We are pleased to inform you that you are eligible to participate in the Retention Bonus Program for HCT/Business Transformation team. This plan is effective from 1 Jan 2024. You will be paid retention bonus based on your performance as shown in the table below (in INR).

PERFORMANCE RATING		
A	B	C
INR 6,00,000	INR 5,00,000	INR 4,00,000

The Retention Bonus amount will be paid as follows:

- The pay-out will be made in 2 equal instalments along with the payroll for the month of September 2024 and June 2025
- Any amount paid to you as part of this retention bonus program will be recoverable in full in the event of your cessation of employment with the company on/before 30 June 2025 or in case you are serving notice period as on 30 June 2025.
- This would attract the applicable statutory deductions.

This amount is over and above your CTC and this amount will not be considered for any salary revision.

Yours Sincerely,

**For Sagility India Private Limited**



**Aparna Rao Basu**  
**Senior Vice President and Head Human Resources - India**

**Sagility India Private Limited**

(Formerly Berkmeier India Private Limited)

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