

Private and Confidential

July 22, 2022

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 July 2022. 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 March 2023 and December 2023
- 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 31 December 2023 or in case you are serving notice period as on 31 December 2023.
- 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 Berkmeer India Private Limited



Shubhayu Sengupta
Senior Vice President – Human Resources