



Tech Mahindra Limited

Plot No. 1, Phase - III Rajiv Gandhi Infotech  
Park, Hinjewadi, Pune – 411057  
(Maharashtra) India

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connect@techmahindra.com

CIN L64200MH1986PLCO41370

Ref. No: HR-COMPBMEN/692934/2023

Date: 15-Jun-2023

Name (Employee ID) : Kollipara Ravanth Mani Vinayak (692934)  
Band : U3  
Country : United Kingdom, GBR

Dear Kollipara Ravanth Mani,

**CONGRATULATIONS** on completing a fantastic FY23 with TechM!

We appreciate your continuous efforts and commitment to be future ready and create value for our stakeholders. You have helped us Rise and create a more equal world

In recognition of your contribution and performance, I am pleased to share that your Gross Compensation has been revised to **GBP 44,211** per annum w.e.f **01 April, 2023**.

As we move into FY24, we are excited about the opportunities that lie ahead and are confident that our collective efforts will help us in our pursuit of success.

We look forward to you playing a key role in ensuring that we continue to be a Purpose-driven Organization with value creation for all our stakeholders at the heart of everything we do!

**THANK YOU** once again for your continued commitment to this cause.

All the best!

**With Best Wishes,**

A handwritten signature in blue ink, appearing to read "Harshvendra Soin".

**Harshvendra Soin**  
**Global Chief People Officer & Head Marketing**



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Annexure-A (All Amounts in GBP)	
Name	Kollipara Ravanth Mani Vinayak
Band	U3
Country	United Kingdom, GBR

Component Name	Current (Per Annum)	Revised (Per Annum)
HOST	41,500	42,406
Special Allowance II	900	900
<b>Total Fixed Pay</b>	<b>42,400</b>	<b>43,306</b>
Variable Pay	0	905
<b>Gross Pay</b>	<b>42,400</b>	<b>44,211</b>

1. Variable Pay (VP) amount mentioned is maximum amount based on 100% performance. VP shall be payable as per Variable Pay Policy applicable for the Financial Year.

Tech Mahindra reserves the right, at any time, as its election and sole discretion to Modify, Alter, Replace and Withdraw/terminate any or all the policies including modification, amendment or alteration to any term, provision or condition. Any adjustments or termination by Tech Mahindra as aforesaid shall be effective from the effective date so stated in the policy published on the intranet.

You are liable to pay tax on all such payments made to you in line with the prevailing local Tax regulations and accordingly while processing the monthly payroll, the same will be deducted from your salary as tax deducted at source (TDS).

This communication regarding your compensation supersedes all previous communications on the subject. You will appreciate that information related to your salary is strictly confidential between you and the Company and should be treated accordingly. All the other Terms and Conditions (apart from whatever is stated in this Letter) of your employment as specified in your Appointment Letter will remain unchanged.

We look forward to your continued support in meeting the Company's business objectives. We wish you a continuing and bright future with the Company.

Regards,

Harshvendra Soin  
Global Chief People Officer & Head - Marketing