

Subject: Change in Compensation

28 May 2021

To,
Manvendra Singh Raghava - 3153514

Dear Manvendra,

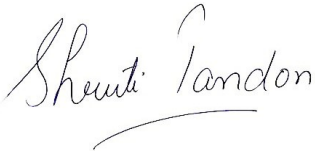
Nagarro continues to do well – we continue to grow and create an ever-increasing and improving impression on our expanding customer base. We are stronger than ever before. And we continue to be an organization which employees prefer to work at. Our future shows a lot of promise.

We are where we are because of our bright, hardworking colleagues who invest their time and energy in building the company and taking it to greater heights – colleagues such as you. We would like to take this opportunity to thank you, Manvendra, for your commitment and contribution to Nagarro.

As a reflection of Nagarro's growth and your contribution towards it, we are revising your compensation from 16 May 2021. Your new annual gross compensation is now **INR 12,50,000**.

If you have any questions regarding this change in your compensation, please raise ticket in HR - Compensation change tracker in Kayako.

On behalf of Nagarro, warm regards and thank you!



Shruti Tandon
Director, Human Resources

Please note:

- This information is highly confidential and private and agree not to share it with unauthorized parties. Divulging the contents of this letter in any manner results in a breach of your agreement with Nagarro.
- The compensation described in this letter supersedes any previous compensation agreement that you may have with Nagarro.
- The compensation described in this letter represents the total compensation and captures all commitments made to you by Nagarro with regards to compensation and benefits.