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August 21, 2019

Nadeem Abbas 8/3/237, Krishna Nagar, Yousufguda, Hyderabad-224122

## Dear Nadeem,

We are delighted to offer you a position as **Senior Associate**, **Platform Level 1** with Sapient Consulting Private Limited ("Sapient").

Sapient will provide you with a total compensation package that consists of your base salary, statutory retirement benefits.

The Total Cost to Company offered to you is INR 1,600,119/- which includes the following:-

- An annualized base salary of INR 1,511,200/- (including HRA)
- Provident Fund and Gratuity contributions, (As per the applicable provisions)

Tax at the applicable rate shall be deducted at source from your salary. (Please refer to Annexure B'' for details)

Your anticipated start date will be **October 16, 2019**. You will be on probation for a period of 6 months from the start date of your employment. Your home office would be in **Gurgaon**, India.

In addition to your salary, you will be entitled to:

- Receive a Sign on bonus of Rs 50000/-. You will receive this signing bonus, less all taxes owed, you would be receiving the same by the second payroll cycle. You agree that you will repay this bonus in full if you leave voluntarily, or if you are terminated by Sapient with cause, before 18 Months of your employment.
- Receive one time Relocation Allowance and other applicable benefits at the discretion of Sapient in accordance with the Sapient India Domestic Relocation Policy as amended from time to time.
- Participate in the Sapient's health care and life insurance scheme.

The realisation of the above items is subject to the terms set forth in Annexure 'A' under the respective clauses.

We are looking forward to your joining us. Our top priority is to employ individuals, like you, who can use their business knowledge and creativity to add value to Sapient and its clients. We are sure that you would find life with Sapient to be motivating and challenging

Sapient Consulting Private Limited
Candor Techspace Ltd.,
Building No. 1, Tower B, Ground – 5th Floor,
Building No. 2, Tower A, Ground & First Floor,
Building No. 5, Ground & First Floor,
SEZ Sector 21, Village Dundahera,
Gurgaon - 122016 Haryana, India

TEL +91 (124) 672 4000 FAX +91 (124) 672 4027 Sapient Consulting Private Limited
Oxygen Business Park Private Limited SEZ,
Tower C, Ground - 4th Floor, Plot No. 7,
Sector 144, Expressway,
Noida – 201301
Uttar Pradesh, India

TEL +91 (120) 479 5000 FAX +91 (120) 479 5001 Sapient Consulting Private Limited Bagmane Constellation Business Park, 2870, Building Virgo, Outer RingRoad, Doddanekundi Circle, Marathahalli Post, Bengaluru - 560037 Karnataka, India

TEL +91 (80) 6128 0000 FAX +91 (80) 6128 0001

Registered Office: Sapient Consulting Private Limited
17th Floor, Umi Estate, Tower A, 95 Ganpat Rao Kadam Marg, Lower Parel (W), Mumbal - 400013 Maharashtra, India
Tel: +91 (22) 4476 4567 Fax: +91 (22) 4476 4568 CIN: U72900MH2009PTC300013

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On your first day of employment, please report to our office at Gurgaon at 9:00 a.m. along with the documents mentioned in Annexure 'C'. Should there be a change in your start date, It is mandatory for you to communicate the same to us a week in advance as this impacts your experience with Sapient.

Kindly return a copy of letter duly counter signed by you, when you receive the hard copy of the same, in acceptance of the terms and conditions set out herein. Please refer to the Annexure "A" of this letter for details on the Terms of Employment, which shall apply to your employment. By signing a copy of this letter, you agree to abide by these terms and any other published terms in effect from time to time throughout the period of your employment.

Best Regards

KAMESHWARI RAO

Kameshwari Rao GVP, People Strategy | Sapient

I hereby accept and agree to this employment contract, I agree to abide by the policies, rules and regulations of the Company as detailed below.

Signature

Name Date

: Nadeem Abbas

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