

19 July, 2021

Om Deshmukh
1039324

Dear **Om**

At Mindtree we continuously strive to recognize significant & effective contributions made by Mindtree Minds leading to Company's exemplary performance & growth.

We are pleased to advise your promotion from salary grade **C2** to **C3** effective **1st July 2021**

Om, we believe that this career advancement will be rewarding & look forward to your continued commitment, enthusiasm and performance.

Your revised Total Compensation on promotion will be **INR 711,828 per annum**.

The detailed break up of your Total cash Compensation is given below (*all figures mentioned are in INR/annum*).

Components	Previous	New
Basic	228,756	263,376
HRA	114,384	0
FEP	155,892	312,180
Provident Fund	27,456	31,608
Gratuity	10,980	12,648
Insurance Benefits*	6,600	6,600
Annual Gross	544,068	626,412
Bonus / Variable Compensation**	74,196	85,416
Total Compensation	618,264	711,828

***Premium towards Group Medical Coverage, Group Term Life and Group Personal Accident cover is per insurance policy. Please refer to PeopleHub for more details.**

****The Payout will be based on the bonus plan applicable to you. Please refer to PeopleHub or other relevant communication in this regard for more details.**

All matters related to compensation are between you & the company and you are required to maintain strict confidentiality regarding the same.

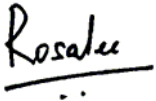
In the event that the compensation requires restructuring in order to comply with the proposed Code on Social Security, 2020, the restructuring shall be done such that it is cost neutral for the Company, while maintaining the total fixed and variable pay inclusive of social security benefits for you.

All other terms & conditions of your existing employment remains unchanged unless stated otherwise.

Om, we sincerely appreciate your continued commitment, performance and wish you an exciting future with Mindtree Ltd.

Welcome to Possible!

For **Mindtree Ltd.**



Rosalee M Kombial
Vice President - People Function