

Date:22.07.2020

Ms.Kajal Mandave
Employee Code: 88004064
Division:PES

Sub:- Performance review and salary appraisal for the financial year 2019-20

Dear Kajal,

Congratulations!

Consequent to the review of your performance during FY2019-20, we are pleased to inform you that your performance exceeds expectations and your performance rating is "A".

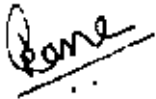
We are sure you will make best use of the opportunity offered to you and continue to contribute substantially to grow professionally and help take the organization to the next milestone.

The details of your salary revision effective from 1st July 2020 are given in Annexure (A).

All the other service terms and conditions as mentioned in your appointment letter and also communicated to you from time to time remain unchanged.

We wish you a very best of luck and look forward to your continued support, to mutually grow to greater heights together.

Yours Sincerely,



Vijay Rane
Vice President – Human Resource
eInfochips Pvt. Ltd

Annexure - A**Date: 22.07.2020**

Ms.Kajal Mandave
Employee Code: 88004064
Division:PES

Details of Salary Revision based on your performance during the financial year 2019-20

With Effective from : 1st July 2020.

| | |
|--------------------------|--------------|
| Grade | : Grade A |
| Designation | : Engineer |
| Base Salary | : 507,595.00 |
| Bonus | : 50,760.00 |
| Annual Earning Potential | : 558,355.00 |

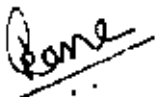
- The pay out of the Bonus will be done on or before 30th April 2021. Kindly note the bonus will be paid to the employees who are on the rolls of organization on the date of payment only. Employees leaving the organization before the date of payment will not be eligible for the bonus.

- As per clause number 11 of your appointment letter, your individual salary is an agreement between you and the company and is highly confidential. Disclosure of the salary or the % increment to any individual or group without the explicit approval of the Head of HR may result in either revoking the increment accorded and/or termination from services.

- All figures indicated above are in INR.

Note: The company reserves all rights to either modify the Bonus terms or cancel or append the program at its discretion with prior notice. The Bonus amount mentioned above is indicative figure and is dependent on your grade/performance and organization's revenue growth for the assessment year and may vary. Please read the Performance Based Bonus Policy for more details on the subject.

Yours Sincerely,



Vijay Rane
Vice President – Human Resource
eInfochips Pvt. Ltd