

AMH SERVICES PRIVATE LIMITED

CIN: U74999HR2022FTC100335

STRICTLY PRIVATE AND CONFIDENTIAL

March 27, 2024,

Name: Parshuram Balanna Chenna

Employee ID: 50137

Performance Linked Variable Pay E-Letter

Dear **Parshuram**,

AMH Services Private Ltd. believes in the power of shared success – where employees and the organization both benefit from collective performance and resulting success. The annual performance-linked variable pay demonstrates this philosophy as it rewards deserving employees like you for the important role played in our success.

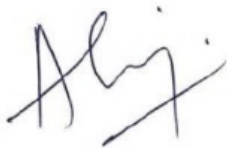
To recognize your contribution towards our success in 2023, we are delighted to award you with a variable pay of INR **401,405** for the performance in the year 2023. This amount is prorated (as applicable) and will be paid to you with your March 2024 salary, post applicable tax deductions.

We are proud to have you as part of AMH Services Private Limited and look forward to a successful year ahead in the year 2024. Thank you once again for your valuable contribution.

Notes:

1. The bonus pay-out is subject to you being on the rolls of the company on the date of disbursement.
2. All other terms and conditions of your employment agreement remain unchanged, unless otherwise specified separately.

for AMH Services Private Limited



Karuna Ahuja
Director – Human Resources & Communications