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Mumbai 400 001, India

CIN L64200MH1986PLC041370

Ref. No: HR-COMPEN/355706/2022

Date: 22-Sep-2022

Name (Employee ID) : Rahul Abasaheb Gaikwad (355706)  
Band : U4  
Country : United States,USA

Dear Rahul Abasaheb,

**CONGRATULATIONS** on completing a fantastic FY22 with TechM!

Due to the efforts put in by TechMighties like you, we were able to collectively create a positive impact for the Organization and for all key Stakeholders.

**THANK YOU** for your unflinching resolve and for being a part of this journey!

I am happy to announce the conclusion of the Annual Appraisal Process for the Period January 2021 to December 2021. In recognition of your contribution and performance, I am pleased to inform you that your Salary has been revised to **USD 78,969** per annum with effect from **01 July, 2022**.

As you are aware, we have set our sights to make FY23 one of the most defining years in our recent history and we are counting on you to play a pivotal role in scripting our success story.

We have a clearly defined blueprint to ensure relentless pursuit of our Goals in FY23 and I am really excited about what the future holds for us.

I am sure you will share this excitement and continue to be part of this journey!

All the best!

Regards,

Harshvendra Soin  
Global Chief People Officer & Head Marketing

Ref. No: HR-COMP BEN/355706/2022

Date: 22-Sep-2022

Annexure – A (All Amounts in USD)	
Name	Rahul Abasaheb Gaikwad
Band	U4
Country	United States, USA

Component Name	Current (Per Annum)	Revised (Per Annum)
HOST	67,892	67,892
Special Allowance II	7,384	8,708
<b>Total Fixed Pay</b>	<b>75,276</b>	<b>76,600</b>
Variable Pay	984	2,369
<b>Gross Pay</b>	<b>76,260</b>	<b>78,969</b>

1. Variable Pay (VP) amount mentioned is maximum amount based on 100% performance. VP shall be payable as per Variable Pay Policy applicable for the Financial Year.

Tech Mahindra reserves the right, at any time, as its election and sole discretion to Modify, Alter, Replace and Withdraw/terminate any or all the policies including modification, amendment or alteration to any term, provision or condition. Any adjustments or termination by Tech Mahindra as aforesaid shall be effective from the effective date so stated in the policy published on the intranet.

You are liable to pay tax on all such payments made to you in line with the prevailing local Tax regulations and accordingly while processing the monthly payroll, the same will be deducted from your salary as tax deducted at source (TDS).

This communication regarding your compensation supersedes all previous communications on the subject. You will appreciate that information related to your salary is strictly confidential between you and the Company and should be treated accordingly. All the other Terms and Conditions (apart from whatever is stated in this Letter) of your employment as specified in your Appointment Letter will remain unchanged.

We look forward to your continued support in meeting the Company's business objectives. We wish you a continuing and bright future with the Company.

Regards,



**Harshvendra Soin**  
Global Chief People Officer & Head - Marketing