



Deloitte Touche Tohmatsu India LLP
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Serlingampally Municipality,
Ranga Reddy District,
Hyderabad -500032, Telangana, India

Confidential

Date: **1 September, 2025**
Employee ID: **100085**
Name: **Reynold Vaz**
Grade: **Executive**
Business: **Technology & Transformation**
Practice: **Supply Chain & Network Operations**
Location: **Hyderabad**

Sub: Revision in the Performance Incentive for the FY 24-25

Dear Reynold Vaz,

We refer to our communication about your Performance Incentive for performance year FY 24-25 (Appraisal Letter).

In this regard, we are pleased to inform you that your Performance Incentive for the Performance year FY 24-25 has been revised from **INR 35,000** to **INR 55,000**.

Kindly note, Performance Incentive is subject to:

- (a) Applicable tax deductions and statutory levies, if any;
- (b) Adjustment based on your risk rating
- (c) You being on the payroll of the organization and not serving notice period at the close of the working hours on 30 September 2025 or on the date of disbursement, whichever is later
- (d) The above Performance Incentive payable in the month of September shall include statutory bonus, if any, applicable under the Payment of Bonus Act, 1965

All other terms and conditions (including Indicative Performance Incentive as declared) remain unaltered and binding except to the extent of modification proposed above in this letter.

We look forward to your contribution and commitment. We are confident that you will continue to add value as part of the organization.

Your Performance Incentive is strictly confidential and in case of any clarification, you are encouraged to discuss it only with service line leadership or your designated Talent team member.

Yours sincerely,

Sathish Gopalaiah
Authorised Signatory

