

Date : 01-Mar-2021  
Name : Samarth Sarin  
Employee ID : 152721



Dear **Samarth Sarin**,

Your contribution helped us manage the challenges in 2020 and place us in a strong position. As we move into 2021 to execute our vision to be the indispensable partner for data-led businesses, we will continue to be driven by our purpose and guided by our values. A focus on outgrowing our competition, building the decade of digital and inspiring people to do their best work will help us continue to grow our company.

We are pleased to inform that your goal rating for 2020 has been assessed as below:

**Goal rating for 2020 : Meeting all performance criteria**

Accordingly, in recognition of your contributions and achievement, effective 01-Apr-2021, your revised **Basic Salary Per Annum** will be as follows:

**Basic Salary Per Annum INR 248,089**

This increment (If applicable) will be payable to you in accordance with the Policy of the company subject to your being on the rolls of the company/not serving notice on the date of payout.

We look forward to your continued contribution in achieving the milestones in this journey.

Sincerely,

A handwritten signature in blue ink, appearing to read "Nalin Kumar Miglani".

**Nalin Kumar Miglani**

**Executive Vice President & Chief Human Resource Officer**

Name : **Samarth Sarin**

Employee ID : **152721**

Fixed Compensation in INR, with effect from 01-Apr-2021 is given below:

|                                  |                |
|----------------------------------|----------------|
| Basic                            | 248,089        |
| Housing                          | 124,045        |
| Leave Travel                     | 20,666         |
| Adhoc Allowance                  | 240,722        |
| <b>Business Related Expenses</b> |                |
| Telephone Reimbursement          | 12,000         |
| Vehicle Running & Maintenance    | 21,600         |
| <b>Retirals</b>                  |                |
| Provident Fund                   | 29,771         |
| Gratuity*                        | 11,933         |
| <b>Cost To Company (CTC)</b>     | <b>708,826</b> |

\*You shall be provided with benefits of Gratuity in accordance with the applicable Gratuity act 1972.