

26 February 2022

Employee Name: Santosh Raulo
Employee Code: 29058057
Company: Acuity Knowledge Centre (India) Private Limited

Dear Santosh,

In recognition of your contribution to the organization's goals, we are pleased to inform you that your annual salary has been revised effective April 1, 2022.

Basis your performance, you have been awarded a bonus of INR 72,597/- for the year 2021. The payment is subject to applicable taxes.

Your revised compensation is as below:

Current Salary	INR 1,700,000/-
Revised Salary	INR 1,802,000/-
Performance Linked Target Performance Bonus Amount for 2022	INR 216,240/-

The aforementioned target bonus (2022) is a standard against which the actual payout will be calculated at the end of the year. The actual bonus payout may vary based on organizational achievement and individual performance.

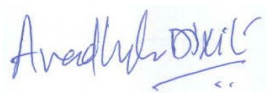
In order to earn and receive a bonus award, you must remain actively employed by the Company (including not have given nor received any notice of termination) through the date on which bonuses are paid in the payroll.

In order to receive a revised salary, you must remain actively employed by the Company (including not have given nor received any notice of termination) on the date appointed for salary revision.

We wish you all the best for a highly rewarding and mutually beneficial career with Acuity and look forward to your continued support and commitment towards achieving organizational goals.

All other terms of employment in your letter of appointment will remain unchanged.

Yours sincerely,



Avadhesh Dixit
Chief Human Resource Officer