

1st March 2023

Employee Name : Santosh Raghunath 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, 2023.

Your revised compensation is as below:

Current Salary	INR 1,802,000/-
Revised Salary	INR 1,964,180/-

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

Basis your performance, you have been awarded a bonus of INR 216,240/- for 2022, of which INR 64,872/- was paid to you in the July 2022 payroll. The remaining bonus of INR 151,368/- will be paid in February 2023 payroll. The payment is subject to applicable taxes.

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.

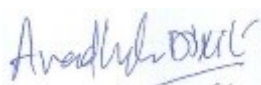
Your performance linked Target Bonus Amount for 2023 is INR 235,702/-.

The aforementioned target bonus (2023) 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.

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