



2024-2025 Total Reward Compensation Statement

Dear Shubham Goutam Ringne (20134183),

We are pleased to provide you with your FY'25 Total Reward Compensation Statement. The Statement consolidates planned salary changes for you during FY'25 and Variable payouts for the period of FY'24.

In recognition of your performance and contribution to the organization, our customers and your business unit, NTT DATA management would like to congratulate you as well as share the details of your anticipated compensation increase and Variable payouts as listed to the right.

As we reflect on our achievements over the past year and prepare for the year ahead, we continue to focus on talented, high performing employees critical to our future success and growth.

Thank you for your contributions to NTT DATA. We look forward to your continued contributions to the Company.

Should you have any questions or wish to discuss this or any other matter, please speak with your leader or submit an ESC ticket.

Regards,

Compensation Centre of Excellence

FY24 Variable Award	
Name	Performance Excellence Plan
Days	365
Nomination	₹172,000.00
Pay date	30-Jun-25

FY25 Focal Statement	
New Amount	₹2,365,529.00
Increase %	7.00%
Effective Date	1-Sep-25

This Total Reward Compensation Statement is for informational purposes only and does not constitute an express or implied contract. Any highlights of potential payments contained in this statement are not intended to take the place of more detailed incentive compensation plan documents or employee agreements, if and as applicable. Descriptions in applicable incentive compensation plan documents or employee agreements will override the information in this statement in the event the information presented in this statement conflicts with the information in those documents. To receive a payment or increase, an employee must meet all applicable eligibility requirements as set forth in any applicable incentive compensation plan documents, and be an employee in good standing on the date of payment or increase, unless otherwise required by applicable law.

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