



Private & Confidential

June 24, 2016

Mr. Srikant Bhattacharjee
Employee ID 8437

Compensation Review

Congratulations and Thanks for Your Contribution!

I would like to thank you for your contributions in FY16 that culminated in another very positive year for Tata Technologies.

This has been a challenging but successful 12 months. It took a collective team effort to effectively transition from our historic staffing-based model to an outcomes-based organisation for our captive business in India. In addition to changing our strategic approach, we have significantly improved our business mix and have set a company record for non-captive business growth.

With FY16 behind us, it's time to transition our focus to FY17, which I believe will be a breakout year for Tata Technologies. We have a top-line target of \$500Mn in FY17 that will require we grow our headcount to approximately 10,000 people globally. It's an aggressive target, but one that I believe is eminently achievable.

With new customers coming on-line, our existing customers showing continued faith in our capabilities and our exemplary global teamwork, I know FY17 will definitely be our best year yet!

Because we were successful in attaining our corporate objectives in FY16, I am very happy to share with you that our Board of Directors and Compensation Committee have approved the company portion of Performance Pay at 100% for eligible employees. The Board joins me in congratulating and thanking you for your efforts. The actual amount of your annual performance pay is based upon a combination of your performance appraisal rating and the company performance level.

Effective July 01, 2016, your compensation is revised as per the annexure attached based on your performance appraisal rating.

As always, I would like to remind you that this revision in your compensation is specified in the attached document and supersedes any previous communications. Lastly, as with any company confidential data, all information relating to your compensation is to be treated with utmost confidentiality.

Our success in FY16 could not have happened without the efforts of our committed and dedicated staff. Please accept my heartfelt thanks for the contribution that have made individually and collectively over the last 12 months.

I wish you the very best success in FY17 and looking forward to working with you in the future.

Yours Sincerely.

Warren Harris
Chief Executive Officer & Managing Director

Encl: As above

TATA TECHNOLOGIES

Tata Technologies Limited

Registered Office 25 Rajiv Gandhi Infotech Park Hinjewadi Pune 411057

Tel +91 20 6652 9090 Fax + 91 20 6652 9035 web www.tatatechnologies.com



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Annexure I

Mr. Srikant Bhattacharjee
Employee ID 8437
Grade: L1.2
FY16 Performance Rating: B1

COMPENSATION STRUCTURE

Amounts in INR

| COMPONENTS | Monthly | Annual |
|---|------------------|-------------------|
| Consolidated Salary (Basic Salary) | 19,740.00 | 236,880.00 |
| House Rent Allowance (HRA) | 7,896.00 | 94,752.00 |
| Conveyance Allowance | 1,600.00 | 19,200.00 |
| Bonus ** | 2,000.00 | 24,000.00 |
| Flexible Benefits Plan (Refer Annexure II) * | 15,947.00 | 191,364.00 |
| Retirals | | |
| Provident Fund Contribution (Employer) | 2,369.00 | 28,430.00 |
| Gratuity | 949.00 | 11,390.00 |
| Superannuation Allowance/Pension Scheme | 2,961.00 | 35,530.00 |
| Total Fixed Compensation | 53,462.00 | 641,544.00 |
| Cost to Company (CTC) | | 641,544.00 |
| Insurance Premium Paid by Company : | | |
| Group Medical Insurance | | 12,050.00 |
| Group Personal Accident & Group Term Life | | 521.00 |
| Total Cost to Company (TCTC) | | 654,115.00 |

W.H.

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Annexure II

*** Flexible Benefits Plan (FBP) :**

We are happy to inform you that we are introducing the "**Flexible Benefits Plan**" which enables you to structure your compensation to your benefit.

FBP will cover following components:

- Leave Travel Assistance
- Medical Reimbursement
- Children Education Allowance
- Children Hostel Allowance
- Telephone Bills Reimbursement
- Mobile Handset Reimbursement
- National Pension Scheme (NPS)
- Group Term Life Insurance (Top-up)
- Special Allowance (Unallocated FBP amount)

The FBP policy will be uploaded on the HR intranet portal by 7th July 2016 which provides details about the plan.

**** Statutory Bonus**

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