



**Feb 27, 2023**

**Srikant Bhattacharjee**  
**8437**

Dear Srikant,

On behalf of Tata Technologies, it is our pleasure to share that the company has met the Company performance payout trigger set against the targets for Q3FY23. We highly appreciate your contribution towards achieving this success.

In line with the provisions of the Global Performance pay policy, the YTD achievement for Q3FY23 has been approved at 82%, in accordance, Company Performance linked payout for Q3FY23 is being processed as below. This payment is the balance payout due after consolidation of payout made for H1FY23 period.

The details of payout for eligible days till Q3FY23 is as shown below:

| <b>Particular</b>  | <b>Details</b> |
|--|----------------|
| Eligible days in Q3FY23 (1 <sup>st</sup> April 2022 – 31 <sup>st</sup> Dec 2022) | 275            |
| Non payable days Q3FY23 (DOJ, LOP, Utilization <50%)                             | 0              |
| Eligible (YTD) Amount – up to Q3FY23 @ 82% of target                             | INR 16,028     |
| Amount paid in H1FY23 (Amount)   | INR 9,906      |
| Balance Payable (Amount)   | INR 6,123      |

You are encouraged to refer the Performance pay policy document published on HR portal for reference of computation methodology, guidelines and any other queries related to this payout.

All details in this letter are confidential and are not meant to be shared or disclosed.

Looking forward to your continued engagement and commitment for the years to come.

Wishing you the very best for the year ahead.

**Regards,**  
**Human Resources**

This is a system generated letter and does not require a signature.

**TATA TECHNOLOGIES**

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