

03-Jan-2020

Mr. Sujita Sahu
Associate ID: 55910

Dear Sujita,

We are delighted to conclude yet another successful year at Zensar and would like to thank you for your valuable contribution in 2019.

We are pleased to inform that your annual compensation has been revised effective 01-Jan-2020. Details of your revised compensation are given in "Annexure A"

All other terms and conditions of employment will remain the same.

We wish you success and look forward to your continued contribution towards achieving Zensar's goals in the year ahead.

For Zensar Technologies Ltd.



Vivek Ranjan
SVP & CHRO

03-Jan-2020

Annexure A

Mr. Sujita Sahu
Associate ID: 55910

Components	Amount Per Year (EUR)
Base Salary	77,000
Gross Salary	77,000
Total Cost to Company (including Employer Social Security Contribution)	99,907

Note:

1. Effective **01-Jan-2020**, there are no other compensation components apart from the mentioned ones. All compensation amounts and the components in this letter supersede all previous compensation amounts and components.
2. All compensation is subject to applicable taxes and other withholdings.
3. Please note that your compensation and the changes thereto are subject to income tax and other taxes as applicable including such amounts to be withheld as per applicable statutes.
4. You will be required to abide by RPG Code of Corporate Governance and Ethics, in line with your employment obligations.
5. In line with the terms of your appointment and the RPG Code of Corporate Governance and Ethics applicable to all associates, you are obligated not to divulge your compensation to anyone unless required to do so by law.
6. All other terms and conditions of your service remain unchanged.

For Zensar Technologies Ltd.



Vivek Ranjan
SVP & CHRO

03-Jan-2020

Annexure B

Mr. Sujita Sahu
Associate ID: 55910

Below is a summary of the Payouts you can expect each month:

S.No.	Particulars	Amount (in Euros)
1.	Salary paid each month	3,221
2.	13th Month Salary paid in May'20	4,322
3.	14th Month Salary paid in Nov'20	4,326