

21-JULY-22

Employee Name : Manchikanti S V Ganesh Sushanth**Employee Number : 1039107****Salary Revision Letter: 2022**

Dear Sushanth,

The immediate past year has been a challenging yet fruitful one. Despite reverses in a couple of key customer accounts during the early part of the year, we have held strong and continued to rebuild the organization. We reorganized ourselves as Industry verticals and have been fortunate to be joined in this journey by several senior leaders. We saw a steep recovery in our Aero business & continued our success in winning and scaling new customer accounts across verticals.

As we enter the new financial year FY23, there are many reasons to celebrate. We are back to the pre-2020 levels and have truly shrugged off the impact of the pandemic induced downturn. This is also our 25 Year anniversary & there shall be many celebrations to mark this key milestone in our journey to building a Centenary company.

Every Question is an integral part of building this great organization and as such we continuously review and improve on practices that impact their experience. In partnership with managers across the world, we have completed a comprehensive review as part of our annual performance cycle.

With effect **Aug 01 2022**, your revised annual compensation is **INR 800220**, which includes a Variable Pay component of **INR 19533**.

This document has two annexures

- Annexure A: Provides key details of the compensation and benefits structure.
- Annexure B: Provides a snapshot of key terms and conditions of employment at Quest Global. As a best practice, these will be published as a refresher during Annual Salary/Promotion reviews. These are conditions that apply to every employee.

Thank you once again! We look forward to continued contribution from you in realizing our organization vision.

Warm Regards,

For, Quest Global Engineering Services Private Limited

**Sonia Kutty****Vice President – Human Resources**