



Date: 14-06-2023

Madisetty, Suresh

Dear Suresh,

We would like to take this opportunity to thank you for your contributions during the last financial year. In line with our pay to performance approach, we want to recognize your contributions based on your personal performance and the performance of our business. Based on your personal performance for FY 2023, your performance rating is On Track.

Your annual fixed salary<sup>1</sup> will hence be adjusted by 5.00% on account of merit. Your new annual fixed salary<sup>1</sup> for the year ahead will be INR 2,624,995.80 gross per annum. This change will be paid in June and will be back-dated to April 1, 2023.

Thank you very much for your contribution to the company's success during this challenging year.

Sincerely,

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Arun Srinivasan

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<sup>1</sup>The sum of 12 equal monthly payments. The monthly payment is the fixed amount paid in Indian Rupees (INR) on or before the 5th working day of every month to an employee on-roll and subject to all applicable local income taxes.