

Rewarding Performance

HCL



Dear Sigi Venkatesh,

As the world continues to navigate the pandemic, HCL continues put forward the best possible solutions to safeguard its employees, minimize impact to clients and ensure business continuity. Our ability to accelerate, adapt and deliver value-based solutions is a testament to our purpose-built culture, unrelenting passion, and outstanding services. We believe that for the organization to thrive, our employees must thrive too. And to do that, it is imperative to unlock the hidden potential that is lying latent in all of us. So that we may maximize our human capacity to create change that matters - not only for the organization, and our customers but also the societies in which we thrive. And this tiny ripple called purpose goes on to create movements that have a large impact in the world around us. Giving us the satisfaction of knowing that we have done some good in the world and making us come back to work every single day.

Together we have achieved new milestones such as being recognized as Top Employer in Europe 2021, being certified as one of India's Best Employers by Great Places to Work 2021 and for ranking No. 1 in the Edelweiss ESG ratings for integrating Environment, Social and Governance programs in operations. Our performance across all geographies, segments and verticals continues to grow as well.

We appreciate the hard work put in by you and we will continue to place a strong focus on employee performance and growth.

Your annual target compensation has been revised to Rs. **488995** with effect from **01/10/2021**. The details of your revised compensation has been enclosed in Annexure.

All other terms and conditions of your employment remain unchanged.

We look forward to a mutually beneficial association and your active participation as a key contributor in HCL's journey towards our shared goals and a rewarding future ahead!

Sincerely,

Vijay Mallya
LOB HEAD

SRINIVASAN GOVINDAN
LOB HR HEAD

Letter Release Date :- 14/09/2021

Employee Ecode:-51836227

Note: All dates are in DD/MM/YYYY format



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