

Date: 18-06-2024

Gautam, Varun

Dear Varun,

We would like to take this opportunity to thank you for your contributions during the last financial year. Based on performance assessment process of the company, we evaluated your contributions for FY24 and you have been rated On Track.

In view of your performance and contributions, we are pleased to inform you that you have been promoted to the position of Software Engineer at Global Grade 09T2 effective from July 1, 2024. Congratulations and good luck in your new role!

Your annual fixed salary<sub>1</sub> will hence be adjusted by 7.00% on account of merit & promotion increase. Your new annual fixed salary<sub>1</sub> for the year ahead will be INR 1,717,350.00 gross per annum effective from July 01, 2024.

Your annual on-target performance bonus for FY25 is 10.00% of your annual fixed salary<sub>1</sub>, which will be paid annually in line with company's Annual Bonus Policy.

Your on-target performance bonus for FY24<sub>2</sub> was INR 160,500.00. Pending approval, you have earned 49.00% of your bonus target, which totals INR 78,645.00. For reference: Financial objectives (30.00% weight) were achieved on the level of: 0.00% and your individual part (70.00% weight) was assessed on the achievement level of: 70.00%. This bonus will be paid in June.

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

Sincerely,

A handwritten signature in blue ink, appearing to read 'R. Pushparaj K', with a stylized flourish at the end.

Pushparaj K