



L&T Technology Services Limited
L&T Knowledge City
Special Economic Zone (IT/ITES)
West Block-II, N.H.08
Between Ajwa-Waghodiya Crossing
Vadodara – 390019, Gujarat, India

Date : June 26, 2024

Mr. Shantanu Shailesh Shende
PS No.: 40020704

Dear Colleague,

Bonus - FY 2023-24

We thank you for being a valued participant in LTTS' journey towards becoming one of the leading engineering and technology services companies in the world. As we scale new heights, we are in a unique position to deepen and leverage our competencies and capabilities for driving **Profitable, Sustainable and Inclusive Growth**. The evolving scenario reaffirms our firm commitment to our vision - "Engineering a Sustainable Tomorrow through Technology and Innovation."

Our core values – **Being Purposeful, Ethics & Integrity, Caring, Culture of Learning and Results with Accountability** – serve as the cultural cornerstones of this transformation. Together, we will achieve our mission to "Be the Engineering Partner of Choice by Enabling Innovation with World-Class Technologies, Processes, and People – Delivering Inclusive Growth for All Stakeholders."

In recognition of your performance during FY24, we are pleased to inform you that you are being paid a **Bonus of INR 9,736** in the month of **June 2024**. Please note that this amount is inclusive of Bonus payable, if any, under the Payment of Bonus Act, 1965 including any amendments thereto, for the year 2023-24. Please note that this amount is being paid after adjusting half year pay-out as applicable.

In case you have joined on or after April 1, 2023, this amount is pro-rated from your date of joining till March 31, 2024. Similarly, in case you were deputed to an international location under the host country Compensation Structure any time during the financial year 2024, such duration has not been considered for the calculation of the above amount.

Employees currently on deputation to an international location, will be paid vide the currency of their respective countries through local payroll. Tax liability on the above amount, if any, will be borne by you. All matters related to compensation are meant to be confidential between you and the company.

All other terms and conditions of your existing employment as amended from time to time, shall continue to remain in vogue.

We are grateful for your continued commitment in embracing and upholding our Vision, Mission and Values.

Let us join our hands together in our **#LTTS_BELIEF** – for a greater and prosperous future ahead. Wishing you an exciting future with L&T Technology Services Limited!

Yours truly,
for **L&T Technology Services Limited**

M Lakshmanan
Chief Human Resources Officer