

Kyndryl CONFIDENTIAL

ANNEXURE A

DATE	April 15, 2023		
NAME	Abhishek Deepak Mankame	BAND	4
DESIGNATION	Associate Technical Engineer	LOCATION	Bangalore
<u>Compensation Components</u>		<u>Kyndryl Offer (in INR)</u>	
1. Annual Basic Salary		215372	
2. Annual Flexible Benefit Plan (FBP)		258446	
3. Annual Reference Salary (ARS)		473818	
4. Retirals			
a) Provident Fund (PF)		25845	
b) Gratuity @ 4.8%		10338	
5. Annual Reference Salary + Retirals		510000	

In this role you will be eligible to participate in for a Corporate performance based annual bonus program. More information can be found under Kyndryl's Corporate Annual Bonus Pay Policy. Please note Kyndryl reserves the right in its sole discretion, to change, suspend, or terminate the bonus program at any time including, but not limited to, changing how the bonus pool is allocated or altering the payment amount at the region or country level. The Company presently has a Performance Award Program (PA). Further details of the Performance Award Program will be made available to you upon joining Kyndryl. Please note: Kyndryl reserves the right in its sole discretion to amend, change, suspend, or terminate Performance Award Program at any time.

You agree to the Company adjusting the statutory bonus amount, if any, under the Payment of Bonus Act, 1965, against payments made under the Company's annual bonus & PA program.

OTHER BENEFITS:

- By default, you will be enrolled in the Group Mediclaim Policy. You need to enroll your immediate family (Spouse & up to Four Children) within 30 days of joining. If you wish to do so, a nominal premium for covering you and your family will be charged to you unless you choose to opt out for yourself and family.
- Group Term Life and Accident Rider Coverage



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Principal
A.J. Institute of Engineering & Technology
Mangalore - 575 006