

kyndryl

Kyndryl Solutions Private Limited
(formerly known as Grand Ocean Managed Infrastructure Services Private Limited)
CIN: U72900KA2021PTC142940
2nd to 4th Floors, Block D,
Embassy Golf Links Business Park,
Off Intermediate Ring Road, Domlur
Bengaluru- 560071, India

Dear Poorvi M Rao,

Hope you are well.

It is with great pleasure we are writing to you to confirm your offer with Kyndryl as Associate Technical Engineer based in Bangalore, effective September 4, 2023. We welcome you to join Kyndryl - the world's leading global managed infrastructure services organization - committed to powering human progress.

People are at the core of everything we do. The word Kyndryl is derived from kinship referencing our belief on how we build and nurture trusted relationships with our people and customers every day. And we have built long-lasting relationships with the leading Fortune 500 global customers across industries - for whom we design, build, manage, and run strong, secure, resilient and adaptive digital infrastructure capabilities. Combine this focus with the diversified skill sets of our workforce; the breadth and expertise of our technology portfolio, solutions, and services; and the scale at which we operate - we are committed to advancing growth, innovation, and impact in the world, for the world.

We are excited to have you join a team that embodies unbridled energy and creativity in all that they do for our clients. Your unique skill sets and your position will offer you an incredible opportunity to contribute, learn, and thrive on outcomes you aspire for yourself, the business, and clients.

The work we do is very important. And we do it on the grounds of transparency, trust, inclusion, integrity, and responsibility. We foster a culture that encourages open attitude, positive spirit, one that enables us to push ourselves and each other to do better, work flexibly and learn from each other at every step.

As Kyndryl becomes an independent organization, we are confident that you will cherish your experience of being instrumental in paving the way for organization's future growth and success.

We wish you an enriching and a great career at Kyndryl.

Thank you

Principal

A.J. Institute of Engineering & Technology
Mangaluru - 575 006

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ANNEXURE A

DATE	April 15, 2023		
NAME	Poorvi M Rao	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 Medclaim 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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