



PRIVATE AND CONFIDENTIAL

March 28,2024

Ashok Moori
Employee ID: 70817345

Dear Ashok Kumar Reddy,

RE: Global Sales Incentive Plan (GSIP) to Vantara Incentive Plan (VIP) - Change in Incentive Plan and Pay-Mix

We are pleased to inform you that the following details of your remuneration have been changed and your new remuneration will be effective as of 1st April 2024.

Components	Current Remuneration	New Remuneration As of 1st April 2024
Base Salary	109,000.00 SGD	115,466.10 SGD
Short-Term Incentive (STI) Plan Type	HV Services Incentive Plan	HV Vantara Incentive Plan – CDIB
STI% (of Annual Basic Salary)	25.0%	18.0%
Target STI Amount (Local Currency)	27,250.00 SGD	20,783.90 SGD
Total Target Compensation (TTC)	136,250.00 SGD	136,250.00 SGD

Your Total Target Compensation (TTC) remains unchanged, with a decrease in your variable bonus % and an increase in your basic salary as a result of this transition.

The VIP amount is a target bonus component and is not guaranteed. The actual amount payable will be calculated based on the pre-defined targets in the Hitachi Vantara Incentive Plan, and disbursements will follow the payment schedule specified therein.

All other terms and conditions of your employment shall remain unchanged in accordance with the provisions stipulated in the preceding employment agreement or any related letters between you and Hitachi Vantara Pte Ltd.(Singapore) (the “Company”). This letter should be treated as strictly confidential and should not be disclosed to anyone, including business associates, co-employees or any other individuals. The salary and/or incentive mentioned in this letter will supersede any salary and/or incentive mentioned in your previous employment agreement/related letters issued by the Company or its affiliates to you.

Please acknowledge your acceptance of the changes outlined above and send the signed copy of this letter via AskNow, no later than 12 April 2024.

On behalf of the Company, we would like to thank you for your efforts and contribution and wish you greater success in your career with Hitachi Vantara.

Regards,
For and on behalf of Hitachi Vantara Pte Ltd.(Singapore)

Reenus Haris
Regional HR Partner, ASEAN

Ashok Moori

8th April 2024

Date