



27-07-2023

Employee Id: 2003087

Dear George Birla Bose,

As we celebrate 75 years of Ashok Leyland, it gives me immense pleasure to share with you that we have overcome the challenges of supply chain disruptions amidst growing demand and posted steady gains in market share during FY23. The journey towards our Purpose of Transforming lives and businesses through leadership in mobility set us on the path of living our culture and values through defined behaviours. This will provide the momentum to be future ready and build a great legacy for the years to come. We thank you for standing by us and your dedication and contribution towards the business growth. As always, we have been taking steps to align our talent practices and reward systems in line with the market considering the current business scenario.

Accordingly, this years' compensation revision is in line with our Total Rewards Strategy focussing on continuous and differentiated performance.

I am pleased to announce the annual increment for the year 2022-23.

The annual increment for this year is awarded basis your performance rating for the year 2022-23.

Your annual increment will be **10%** of your CTC effective July 01, 2023.

The new compensation break-up can be viewed in Leymobile by August 01, 2023.

I thank you for your contribution during last fiscal year and look forward to enhanced performance towards achieving our current year targets.

Wish you the very best for a bright future with Ashok Leyland.

Best regards,

Sumanthran T

**Confidentiality:** Matter of your compensation is confidential information of the company. Any discussion or disclosure of your compensation with anybody other than your department head or HR will be considered as breach of agreement by you. Your compensation package is unique to you and not for comparison with other employees of the company.

**Note:** For executives joined during FY 2022-23 Increment would be prorated to actual days of service.

