

**Mr. Madhankumar Eswaramoorthy****Private and Confidential**

Employee Number : 32699063

Department : RBEI/EMT

Level : 50

Ref. No.
HRL/N/01/21Date
30.12.2020

Dear Mr. Madhankumar Eswaramoorthy,

We are pleased to inform you that effective 1st January 2021 your compensation is revised as per details below:

Components	Current Salary		Revised Salary	
	Per Month INR	Per Annum INR	Per Month INR	Per Annum INR
Fixed Pay				
Basic Pay	15,260	183,121	19,762	237,143
Buffet of Benefits	28,651	343,809	28,548	342,570
Statutory Deductions				
Provident Fund	1,831	21,975	2,371	28,457
Gratuity (As per Payment of Gratuity Act)	734	8,808	951	11,407
Total Fixed Pay	46,476	557,713	51,632	619,577

Company Performance related Pay-CPrP				
Sum applicable for Company Performance at 1.0 is shown. Actual sum will vary depending on overall achievement of Company Goals.	-	52,693	-	57,971
Total Cost to Company (CTC)	46,476	610,406	51,632	677,548
NPS Optional (Company contribution) - Foregone		14,994		16,500

All other terms and conditions of your employment remain unchanged.

Thank you for your Contribution to the company. We wish you all the best for the year ahead and look forward to your continuous support to ensure success of the company.

Robert Bosch Engineering and Business Solutions Private Limited

Sriram T V
RBEI/HRL

Padmaja Achanta Rama
RBEI/NE1-VS