



Private & Confidential

May 23, 2023

Bhumaraupu Nageswara Rao

EID: 111106

Dear Bhumaraupu Nageswara Rao,

Congratulations!!!

You have been a valuable member of SLK, and we truly value this association.

We appreciate and thank you for your contribution during the last year and are happy to inform that in recognition of your contribution, your compensation has been revised with effect from April 01, 2023. The details are given in the Annexure.

We are on a growth journey to drive our future course. We encourage you to take on the various opportunities this journey offers to further enhance your career at SLK. We believe that you will continue to learn, innovate, and win at SLK and contribute to take our organization to greater heights of success.

Wishing you a great success ahead!

Warm Regards,

A handwritten signature in black ink, appearing to read "Dharendra Nath".

Dhirendra Nath
Group Chief People Officer



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Name : Bhumaraupu Nageswara Rao (Emp ID: 111106)

Grade : P1 (Designation: Engineer - Software)

Revised Annual Compensation Package with effective from April 01, 2023.

Components	Current CTC (INR)	Revised CTC (INR)	Increase Amount (INR)
A. Components			
Basic + VDA	360,000	374,400	
House Rent Allowance	144,000	149,760	
Flexi Benefit Plan (FBP)*	4,572	0	
Ad hoc Allowance (Incl FBP)	285,918	302,112	
Total (A)	794,490	826,272	
B. Retirals and Benefits			
Company contribution to Provident Fund	43,200	44,928	
Company contribution to Gratuity Fund	17,310	18,000	
Fixed Salary (A+B)	855,000	889,200	
C. Performance Pay**			
Variable Pay/Pay for Performance (PFP)	45,000	46,800	
Total CTC(A+B+C)	900,000	936,000	36,000

* FBP gives you a flexibility to design your salary structure to make it tax friendly. Within the FBP amount you can claim against various specified expenses including ESC Medclaim, Group Medclaim coverage, GPA Insurance, LTA, Telephone reimbursement, Data card/ broadband reimbursement, Fuel and maintenance reimbursement, Meal coupon, gift card, Journals and Technical books reimbursement as applicable.

** Variable Pay/Performance pay is a variable pay plan, paid as per the company policy.

Dhirendra Nath
Group Chief People Officer

SLK Software Pvt. Ltd.,
(Formerly known as 'SLK Software Services Pvt. Ltd.')

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