

Strictly Confidential

14 June 2021

Employee Name: **Venkataramanaiah Katabathina**
Employee ID: **21799**
Employee Designation: **Analyst - Application Support**
Subject: **Annual Variable Pay FY'21**

Dear **Venkataramanaiah**,

Thank you for your contribution to Microland in FY'21.

We appreciate your time and talent. In recognition of your performance over the past fiscal year, we are pleased to share with you that your bonus for FY'21 is **INR 36,009** (Refer Annexure for details). You will receive this amount subject to payout periods and deduction of taxes, applicable to your respective geography.

To recognize your contribution and commitment, you are being rewarded with a one-time special payout of **INR 2,251** which will be paid post applicable tax deductions along with the bonus as mentioned above.

We look forward to working with you in FY'22.

Warm Regards,



Srinivasan T R
Chief People Officer

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 Annexure

The Total payout percentage is mentioned below.

Total Payout Percentage *	80.00%
Total Payout with Special Payout Percentage **	85.00%

The On-target bonus amount considered for calculation is based on the Bonus1 component mentioned in your TEP (Total Earning Potential) prorated for the bonus period, after deduction of LOP/RDP days, if any.

***Total Payout Percentage** = Total bonus payable / Total On-Target Bonus.

****Total Payout Percentage with Special Payout** = (Total Computed Bonus + One-time Special Payout) / Total On-Target Bonus