

Mr. Sai Charan Karangula

Private and Confidential

Employee Number : 34922889
 Department : MS/ETB-PS
 Level : 50

Ref. No. HRL/N/01/23
 Date 26.12.2022

Dear Mr. Sai Charan Karangula,

We are pleased to inform you that effective 1st January 2023 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	20,417	245,000	26,775	321,300
Buffet of Benefits	29,494	353,923	38,679	464,145
Statutory Deductions				
Provident Fund	2,450	29,400	3,213	38,556
Gratuity (As per Payment of Gratuity Act)	982	11,785	1,288	15,455
Total Fixed Pay	53,343	640,108	69,955	839,456

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.	-	59,892	-	78,544
Total Cost to Company (CTC)	53,343	700,000	69,955	918,000
NPS Optional (Company contribution) - Foregone		16,600		16,600

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.

Bosch Global Software Technologies Private Limited



Rajkumar B
 BGSW/HRL



Jacob Peter Kidangath
 MS/BE1