

Private and Confidential

Date: April 28, 2024

Name: Kumar Abhirup
Emp. Code: 243416

Dear Kumar,

Sub: Annual Compensation Review January 2024

In appreciation of your performance and contributions to the Sagility, we are pleased to revise your compensation structure as a part of the **"Annual Merit Increase Cycle"**. This is directly linked to your performance and thereby the rating assigned for the previous year.

These changes are effective **January 01, 2024**. Specific terms relating to your Compensation and Benefits program are appended for your reference.

Your compensation details are strictly confidential and should not be discussed or disclosed.

As you are aware that we have transitioned to Sagilife (Workday) platform to enhance efficiencies and build for the future. Resultant to this we have standardized our Grades across all geos. Your grade has been revised from M1 to UJ1.

Please note that, all other terms and conditions will be applicable as per your grade and your compensation will be eligible for review as per next review cycle.

I take this opportunity to thank you for your efforts and wish you continued success at Sagility.

With best wishes,

Yours sincerely,

For Sagility India Private Limited



Aparna Rao Basu
Senior Vice President and Head Human Resources - India

Sagility India Private Limited

(Formerly Berkmeier India Private Limited)

Registered Office - No. 23 & 24, AMR Tech Park, Building 2A, First Floor, Hongasandara Village, Off Hosur Road,
Bommanahalli, Bengaluru – 560068 India

Corporate Identity Number: U72900KA2021PTC150054, Tel. No. 080-71251500,

Website: www.SagilityHealth.com



ANNEXURE - SALARY & ALLOWANCES			
Employee Name:	Kumar Abhirup		
Employee Code:	243416		
Grade :	M1/UJ1	Designation : Data Analyst .	
Effective Date :	January 01, 2024	Monthly	Annual
"A" FIXED			
Basic Pay		21,852	2,62,224
House Rent Allowance		10,926	1,31,112
Shift Allowance		5,000	60,000
Other Allowance		21,536	2,58,432
"A" Sub-total - Gross Pay		59,314	7,11,768
"B" RETIRAL BENEFITS			
Provident Fund – Employer's Contribution		2,623	31,476
Gratuity		1,052	12,624
"B" Sub-total - Retiral Benefits		3,675	44,100
Total Fixed Compensation (A*12 + B)		62,989	7,55,868
"C" VARIABLE PAY			
"C" Sub-total - Variable Pay		0	0
Total Cost to Company (CTC) : Total of (A*12 + B+C)		62,989	7,55,868

Flexible Compensation Plan*		
Allowances	Annual Amount	Remarks
Meal Allowance	As per policy	Option to select 0/1300/2200 monthly
Leave Travel Allowance	As per policy	Option to select ranging from 0 to 1 Month of Basic Pay
Company Car Lease	As per policy	As per Grade Eligibility
*Flexible Compensation Plan would be allocated from Other Allowance, as per grade entitlement. Please refer to the ESS Salary portal in the subsequent month for Flexible Compensation allocation. Non-declaration and/or unutilized amounts of the Flexible Compensation Plan will be paid as Other Allowance in your monthly salary, subject to relevant taxes.		

**Group Medical Coverage [GMC – notional amount] – The GMC premium of Rs. 3030 /- has been excluded from the CTC, as part of the standardization exercise but it will continue to remain a part of your total cost to company.

Please note that, all other terms and conditions will be applicable as per your grade.

Yours sincerely,

For Sagility India Private Limited

Aparna Rao Basu
Senior Vice President and Head Human Resources - India