

Private and Confidential

Date: March 28, 2025

Name: Kumar Abhirup
Emp. Code: 243416

Dear Kumar,

Sub: Promotion and Annual Compensation Review January 2025

Congratulation ! We are delighted to inform you of your promotion from Data Analyst . to Senior Data Analyst (M2)/(UJ3).

In appreciation of your performance and contribution to the Sagility, we are pleased to revise your compensation effective from January 01, 2025. 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 M2 to UJ3.

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 Limited



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



ANNEXURE - SALARY & ALLOWANCES			
Employee Name:	Kumar Abhirup		
Employee Code:	243416		
Grade :	M2/UJ3	Designation : Senior Data Analyst	
Effective Date :	January 01, 2025	Monthly	Annual
"A" FIXED			
Basic Pay		23,760	2,85,120
House Rent Allowance		11,880	1,42,560
Shift Allowance		5,000	60,000
Other Allowance		27,803	3,33,636
"A" Sub-total - Gross Pay		68,443	8,21,316
"B" RETIRAL BENEFITS			
Provident Fund – <i>Employer's Contribution</i>		2,852	34,224
Gratuity		1,143	13,716
"B" Sub-total - Retiral Benefits		3,995	47,940
Total Fixed Compensation (A*12 + B)		72,438	8,69,256
"C" VARIABLE PAY			
"C" Sub-total - Variable Pay		0	0
Total Cost to Company (CTC) : Total of (A*12 + B+C)		72,438	8,69,256

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
*The Flexible Compensation Plan (FCP) can be opted only once per financial year, regardless of any changes to CTC or salary revision during the year. The FCP will be allocated from the Other Allowance, based on grade entitlement. Please refer to the ESS Salary portal effective 1st April for details on FCP 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. 0 /- 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 Limited

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