

Private and Confidential

Date: March 28, 2025

Name: Mamatha G R
Emp. Code: 610986

Dear Mamatha,

Sub: Annual Compensation Review January 2025

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, 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:	Mamatha G R			
Employee Code:	610986			
Grade :	M2/UJ3	Designation : Technical Lead Automation		
Effective Date :	January 01, 2025		Monthly	Annual
"A" FIXED				
Basic Pay			24,892	2,98,704
House Rent Allowance			12,446	1,49,352
Shift Allowance			5,000	60,000
Other Allowance			25,088	3,01,056
"A" Sub-total - Gross Pay			67,426	8,09,112
"B" RETIRAL BENEFITS				
Provident Fund – <i>Employer's Contribution</i>			2,988	35,856
Gratuity			1,198	14,376
"B" Sub-total - Retiral Benefits			4,186	50,232
Total Fixed Compensation (A*12 + B)			71,612	8,59,344
"C" VARIABLE PAY				
"C" Sub-total - Variable Pay			0	0
Total Cost to Company (CTC) : Total of (A*12 + B+C)			71,612	8,59,344

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