

Private and Confidential : Compensation Revision Letter

Date : October 01, 2024
Name : Abir Bandyopadhyay
Emp Code : 21577

Dear Abir ,

This memorandum is to provide specific information regarding Prodapt's Annual Total Compensation (ATC) analysis, salary review, and the impact on your compensation.

We have also reviewed your compensation with due consideration to the following.

- Market competitiveness
- Internal parity
- The principle of pay-for-performance

Please find below an overview of your revised compensation:

Item	Item description	Effective Oct 01, 2024
i.	ATC (items ii+iii)	21,84,008
ii.	Fixed	20,80,008
iii.	Performance Bonus	1,04,000

(All figures mentioned above are in INR per annum)

All other terms and conditions in the Agreement remain unaltered.

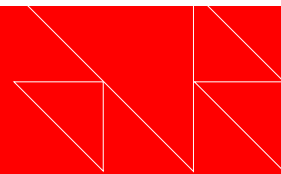
We thank you for your contribution to yet another year of strong growth, and we look forward to your continued support and enthusiastic commitment in facing and overcoming future challenges.

For Prodapt Solutions Private Limited



Lakshmi Pathi Itha (e-sign)
Assistant Vice President – Human Resources

All communication pursuant to this letter, whether verbal or written, between Prodapt and you shall be regarded as highly confidential.



Schedule A: Salary and Allowances

Employee's Name	Abir Bandyopadhyay
Position	Lead Engineer
Grade	P3A

Components	Annualized Value	Monthly Value
A: Fixed		
Basic Pay	8,32,008	69,334
House Rent Allowance	4,16,004	34,667
Sub-total A	12,48,012	1,04,001
B: Flexible		
Special Allowance	6,85,632	57,136
Sub-total B	6,85,632	57,136
C: Retiral Benefits		
Provident Fund	99,840	8,320
Gratuity	40,020	3,335
Sub-total C	1,39,860	11,655
D: Annual Component		
Health Insurance	6,504	542
Sub-total D	6,504	542

Variable		
Performance Bonus *	1,04,000	
Total Cost to Company: (A+B+C+D) +Variable	21,84,008	1,73,334

* Please note that

- The Performance Bonus amount provided here is indicative, and assumes 100% entitlement payout. However, the actual payout may vary based on performance and duration of employment on the payroll of Prodapt India during the financial year.
- You will be paid Performance Bonus if only you are active on Prodapt's payroll on 31st March or later with good standing; the payment will be made within three months from completion of the financial year, or earlier.
- Payment of Performance Bonus is determined after consideration to employee performance and overall performance of Prodapt. Should there be disputes or issues with regard to payment, the decision of management prevails in such circumstances.

Prodapt Solutions Private Limited

No. 25 A&B, 5th Cross St, South Phase, Thiru Vi Ka
Industrial Estate, Sidco Industrial Estate, Guindy, Chennai
www.prodapt.com

