

13 July 2021

**Emp Code: 000500**

**Name: Akshay Gupta**

Dear Akshay Gupta,

Thank you very much for being a great support during the last financial year. We have completed the annual review for the financial year 2020-21.

Below component is based on your performance and contribution to Amplus during 2020-21:

<b>Annual Bonus (FY 2020-21)</b>	<b>INR 113002</b>
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Your revised salary for the year 2021-22 on a CTC basis is as follows. The same will be wef 01<sup>st</sup> April 2021:

<b>Designation</b>	<b>Data Scientist</b>
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<b>Salary Component (FY 2021-22)</b>	<b>INR</b>
Fixed Annual	1821125
Provident Fund	21600
Gratuity	43777
Telephone Bill (maximum annual limit subject to actuals)	12000
Telephone Instrument (Purchase allowed every 18 months for a new instrument; Reimbursement of max 15,000)	10000
Bonus/Variable Component (Bonus has been assumed at a median of 20% for FY 20-21, to be paid out in June 2021)	364225
<b>Total Cost to Company</b>	<b>2272727</b>

Together with you, we look forward to making Amplus Solar a leading energy company in Asia Pacific.

Best wishes,



Sanjeev Aggarwal

Managing Director & CEO



Guru Inder

Director & COO

*Explanatory Notes:*

- The increased fixed Component is reflective of your performance, expected value addition to the company, and the market norms. This salary will be effective from April 1, 2021 and arrears will be paid from April 2021 onwards.
- The bonus/variable component is reflective of the overall company performance, your department's overall performance, and your individual contribution.
- The salary increase and the bonus/variable payout are proportional to the duration of employment during the Financial Year 2020-21. Individuals who have left the organization or are serving their notice period on or before payment date of July 2021 arrears & bonus payout will not be eligible for the increment or bonus/variable payout, unless specifically approved by the management.
- The new designation is reflective of your increased performance; both in terms of taking higher functional responsibility and/or providing leadership to the team.
- Bonus for current financial year has been calculated @20% of the Fixed Annual assuming median performance.