



Sri Naga Chandra Sekhar Allam

523412

Sr. Assoc-App Dev

Dear **Sri Naga Chandra Sekhar Allam**,

In recognition of your contribution to Sutherland, we are pleased to inform you that your compensation has been revised effective **26-Sep-2023**. Please refer to the annexure to review the change in your compensation.

All other terms and conditions of your employment shall remain in accordance with the company policies.

We are One Sutherland team and the velocity of our evolution continues to accelerate along with the need for innovation and reinvention. We look forward to your continued partnership with Sutherland.

Best regards.

A handwritten signature in blue ink, appearing to read "Ashwin Ganti", with a horizontal line drawn underneath the name.

Ashwin Ganti
AVP - Corp HR

INDIVIDUAL COMPENSATION STATEMENT

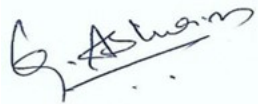
Annexure

Details of Monthly and Annual Cost to the Company	
Name	Sri Naga Chandra Sekhar Allam
Designation	Sr. Assoc-App Dev (L2)
Effective Date	26-Sep-2023

Components	Revised (in Rs.)	
	Monthly	Annual
Fixed Pay (A)		
Basic Salary	15,276	183,311
House Rent Allowance	7,638	91,656
Statutory Bonus	3,372	40,459
Special Allowance/Choice Pay	17,360	208,321
Gross	43,646	523,747
Variable Pay (B)		
Performance Based Incentive (PBI)*	3,095	37,140
Statutory Benefits (C)		
Employer's Contribution to PF	1,800	21,600
Gratuity	734	8,813
Cost to Company (A+B+C)	49,275	591,300

* Performance Based Incentive	You would be eligible for Performance Based Incentive against the target set by the company on a time to time basis. Please refer to PBI policy for more details.
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Best regards.



Ashwin Ganti
AVP - Corp HR

Contents of this statement are considered private and confidential.