



Baisani Venkata Sudhakara Rao

513831

Lead-App Dev

Dear **Baisani Venkata Sudhakara Rao**,

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.

Ashwin Ganti
AVP - Corp HR

INDIVIDUAL COMPENSATION STATEMENT

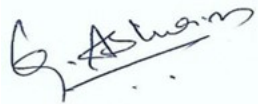
Annexure

Details of Monthly and Annual Cost to the Company	
Name	Baisani Venkata Sudhakara Rao
Designation	Lead-App Dev (L3)
Effective Date	26-Sep-2023

<u>Components</u>	<u>Revised (in Rs.)</u>	
	<u>Monthly</u>	<u>Annual</u>
Fixed Pay (A)		
Basic Salary	41,648	499,780
House Rent Allowance	20,824	249,890
Statutory Bonus	3,372	40,459
Special Allowance/Choice Pay	53,151	637,813
Gross	118,995	1,427,942
Variable Pay (B)		
Performance Based Incentive (PBI)*	4,413	52,960
Statutory Benefits (C)		
Employer's Contribution to PF	1,800	21,600
Gratuity	2,002	24,028
Cost to Company (A+B+C)	127,211	1,526,530

* 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.