

**June 30, 2021**

**Employee Name** : Atanu Mallik  
**Employee Code** : B0358  
**Department** : Measurement Science

**Sub: Annual Compensation Review: FY 2020-21**

Dear **Atanu**,

We thank you for your contribution in FY20-21.

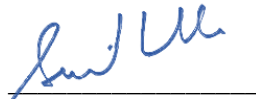
We are pleased to inform you that your compensation has been revised effective 1<sup>st</sup> April 2021 basis a differentiated reward strategy linked to your individual performance and relevant benchmarking.

Your Total Target Remuneration (Annexure) is enclosed. We hope you continue to give your very best and together we outperform in all our goals this year.

Please note that the content and information of this communication letter is highly confidential, and you are expected to respect the same.

Wishing you the very best for the coming year. Stay safe, stay healthy.

Sincerely,



**Sunil Lulla**  
(Chief Executive Officer)



**Ankita Maheshwari**  
(Head – People Operations)

### Annexure I

Employee Code:	B0358	
Employee Name:	Atanu Mallik	
Grade:	B	
W.E.F.	01-Apr-2021	
Total Rewards Statement for Financial year 2021-22 (All amounts are in INR per annum)		
		Revised CTC
A. Fixed Pay		
Basic Salary		397,752
House Rent Allowance		198,876
Child Education Allowance		2,400
City Compensatory Allowance		441,648
Total Fixed Pay	Total of A	1,040,676
B. Flexi Benefit Plan		
Leave Travel Assistance		24,000
Entertainment Reimbursements		24,000
Total Flexi Benefits	Total of B	48,000
C. Company's Contribution to Provident Fund	Total of C	47,736
D. Total Gross	D=A+B+C	1,136,412
E. Performance Linked Bonus*		113,640
F. Total Target Remuneration	F=D+E	1,250,052

\*Performance Linked Bonus is based on Organisation, Team, and Individual Performance.



**Sunil Lulla**  
(Chief Executive Officer)



**Ankita Maheshwari**  
(Head – People Operations)