



21 July 2015

Mr. Dilip Kumar
Employee Number: INM0671737
2012 Lab Business Line

Dear Dilip,

Huawei Technologies has been progressing consistently well with your dedicated effort and contribution.

Based on the review of your performance, we recognize your contribution and we are glad to revise your compensation.

The revised compensation applicable with effect from **01 Jul 2015** is enclosed as an Annexure. The compensation is subject to all tax laws applicable from time to time.

This communication replaces the earlier communication regarding compensation. The other terms of employment remain the same.

You are required to treat this communication and compensation details as strictly confidential. Non-compliance of the same will be treated as an IS violation. The organization reserves the right to take disciplinary action in case of any violation.

We hope that with your continued effort and contribution, our organization will achieve greater success.

Regards,
For Huawei Technologies India Pvt. Ltd

Satyanarayana N V
Head - HR Division

HUAWEI
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Annexure

| Name : Dilip Kumar | | | Employee No: INM0671737 | |
|---|----------------------|----------------------|--|----------------------|
| Designation : Senior Technical Leader | | | | |
| Compensation Components | Existing (in Rupees) | | Revised (in Rupees) (w.e.f. 01 July 2015) | |
| | Per Month | Per Annum | Per Month | Per Annum |
| (A) Fixed Pay | | | | |
| Gross Pay (1) | | | | |
| Basic + DA | 47580 | 570960 | 52950 | 635400 |
| Flexible Benefits Packages (FBP)* | 80410 | 964920 | 89440 | 1073280 |
| Conveyance Allowance | 1000 | 12000 | 1600 | 19200 |
| Meal Card | 1500 | 18000 | 1500 | 18000 |
| Total of Gross Pay | 130490 | 1565880 | 145490 | 1745880 |
| Retrials (2) | | | | |
| Employer's Contribution to Provident Fund (12% of Basic) | 5700 | 68400 | 6350 | 76200 |
| Gratuity 4.81% of Basic (approximate) | 2280 | 27360 | 2540 | 30480 |
| Total of Retrials | 7980 | 95760 | 8890 | 106680 |
| Total of Fixed Pay (1 + 2) | 138470 | 1661640 | 154380 | 1852560 |
| Percentage Increase on Fixed Pay | | | | 11% |
| (B) Annual Bonus <i>(Indicative Bonus could be up to 3 months of fixed Pay)**</i> | | As applicable | | 0 to 463000 |
| (C) Incentives *** | | As applicable | | As applicable |
| Total Cost to Company | | (A)+(B)+(C) | | (A)+(B)+(C) |
| <p>* FBP shall be provided to you by way of reimbursement upon submission of proofs. Reimbursement shall be restricted to the amount actually spent during the financial year or as per your eligibility (whichever is lower). In case of non-submission of proofs, the entire amount is taxable.</p> <p>** Annual Bonus - Company may declare Annual Bonus in 2016 based on the performance of the employee, BL/Division & Company. The amount and the administration of the Annual Bonus rests with the Company and the decision of the Management in this regard is final. The company reserves the right at its discretion to adjust the Annual Bonus program terms or cancel or otherwise modify the program at any time.</p> <p>*** Incentives - The incentives will be declared based on the long term consistent performance of the employee & Company. The same would be communicated to employees separately, if applicable.</p> <p>Note: The quantum and administration of all the above components rests with the company and the decision of the management in this regard is final.</p> | | | | |
| <p>Other Benefits: Group Medical Insurance Coverage for employee, spouse and 2 children & Personal Accident Insurance Coverage for employee as per Company policy. The Company also facilitates an Insurance policy for parents and an Individual Group Term Life Policy on voluntary basis.</p> | | | | |