



XCI20328

Sathya Narayanan Sudhakar

16th September 2024

Dear Sathya ,

We are thrilled to acknowledge your incredible contribution to Xebia!

Consequent to the performance review for the year 2023-24, we are pleased to inform you that your performance has been assessed "**Follower**" as per company standard and your revised Annual Compensation effective 01st Jul 2024 is **INR 2960017/-**.

We sincerely appreciate your dedication, enthusiasm, and hard work. We also extend our gratitude to your family, whose support is invaluable to your performance and commitment.

Wishing you good health, safety, and continued success!

Thank you for being an integral part of Xebia. Together, we achieve greatness!

Please refer to the annexure for your remuneration, entitlements and other benefits.

Yours Sincerely

A handwritten signature in blue ink, appearing to read "Glory", is placed above the printed name.

Glory Nelson

Country Head - India

Xebia CMIT Software Services Pvt. Ltd.

XCI20328

Sathya Narayanan Sudhakar

Compensation effective from 01st Jul 2024

Annexure 1. Summary of Remuneration, Entitlements* and Other Benefits

| Compensation Details | Per Annum | Remarks |
|--|----------------|------------------------|
| Part A- Fixed Components | 2848800 | |
| 1. Basic Salary | 1012830 | |
| 2. House Rent Allowance | 506415 | |
| 3. Provident Fund (Employer Contributions) | 121540 | |
| 4. Special Allowance/Flexi Pay *** | 1208015 | |
| Part B- Variable Components | 0 | |
| Annual Performance Variable Bonus | 0 | Annually |
| Part C – Entitlements | 45000 | |
| 1. Mobile/Telephone & Internet | 30000 | As per bills submitted |
| 2. Books & Periodicals | 10000 | As per bills submitted |
| 3. Gift Vouchers | 5000 | |
| Part D – Other Benefits | 66217 | |
| 1. Gratuity | 48717 | |
| 2. Premium against Medical Insurance | 17500 | Self + Family |
| Cost to Company (A+B+C) | 2893800 | |
| Total Cost to Company (A+B+C+D) | 2960017 | |

*In accordance with reimbursement policy.

1. Mandatory tax and Provident Fund deductions are applicable as required by the government authorities at your place of posting.
2. Your performance variable will be paid on annual basis post performance evaluation, subject to your continued employment and not serving the notice period at the time of disbursement.
3. This is only for self-consumption and can only be shared with your manager or the HR team member. We request confidentiality to be maintained.

Note: FBP portal will be open in DKM from 05th Oct'24 to 20th Oct'24 for making any changes in Flexi. Please make your changes accordingly.