

Sella India Software Services (P) Limited

Annual Variable Pay Letter

22/04/2022

Uday
GBS05341
Developer

Dear Uday,

In 2021, we augmented our growth to become a strong technology provider to the Group. Our contributions continue to strengthen our position as a key strategic partner for GruppoSella.

In alignment to your efforts, we would like to notify that your performance in 2021 is rated as **"Medium Medium"**.

We are pleased to announce a Performance pay of INR **60266.00**. Your performance incentive is determined by the combination your Group Company's , Sella India performance and that of your own performance during the year 2021.

You will also receive a Bonus* pay of INR **0.00**. Bonus is determined by the combination of Centrico, Sella India performance and that of your own performance during the year 2021.

The payouts will be done in April 2022.

All other terms and conditions of employment shall remain unchanged unless otherwise communicated.

We would like to reiterate that your compensation is strictly confidential and you are obligated to maintain confidentiality at all times.

We thank you for your commitment and look forward to your continued contribution in achieving our plans in the coming years.

***Bonus is role based variable component.**

*Variable Pay is only applicable for Active employees (not serving notice period) on the day of payout

For **Sella India Software Services(P) Ltd.**



Srinivas Lingam
Chief Executive Officer

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