



Sella India Software Services (P) Limited

2023 Annual Merit Increase & Pay Alignment Letter

July 26, 2023

Uday Kumar Saw
Senior Developer
GBS05341

Dear Uday,

In **2022**, 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 Sella.

This year, in line with the objectives of Sella and Centrico, the focus has been to achieve robust business resilience, stronger technology innovation, performance orientation and people-centricity. We continue to make significant progress in these areas and we are confident that we will emerge successful in these areas.

Based on our Groups performance we are pleased to announce the merit increases for **2023**.

Being consistent with our philosophy of meritocracy and pay for performance, we carefully reviewed your performance and your overall contribution to the organization culture and we are pleased to revise your **Annual Total Compensation to INR 1578645.00** effective **01-Jul-2023**.

Annual Total Compensation = New Annual Gross Compensation + Variable Pay (as applicable for your role).

Based on the revised Annual Total Compensation the **New Annual Gross Compensation is INR 1435132.00** effective **01-Jul-2023**.

As per the Variable Pay Policy, the total eligible variable pay for Year for your role is up to **10.00 % of the New Annual Gross Compensation**. Variable pay is determined based on organization, business area and individual performance.

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



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communicated. We would like to reiterate that your compensation is strictly confidential and you are obligated to maintain confidentiality always.

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

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

Anamika Sinha

A handwritten signature in black ink, appearing to read "Anamika Sinha", written over a horizontal line.

Head – People and Culture

Note: This is a digitally attested document and has the same validity as a physically signed document. The organization does not issue physical copies