

Sella India Software Services (P) Limited

05/26/2022

Uday

GBS05341

Dear Uday,

We take this opportunity to commend you on the critical role you played towards the success of Sella India Software Services (P) Limited. Your sustained effort has helped us make important steps towards meeting our essential goal of being a preferred partner and consistently contribute to the business results of Gruppo Sella.

Recognizing your proficiency, consistency in results, adherence to values and demonstrated knowledge and skills, we are pleased to inform that you are promoted to **Senior Developer** effective **01-Apr-2022** and with an increased Annual Total Compensation to INR **1282930.00**.

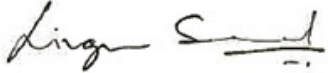
Annual Total Compensation = New Annual Gross Compensation + Performance Pay + Bonus (If applicable)

Based on the revised Annual Total Compensation the New Annual Gross Compensation is INR **1166300.00** effective **01-Apr-2022**

As per the revised Variable Pay Policy, the total eligible variable pay for 2022 (i.e Performance Pay / Bonus/ Both whichever is applicable as per the new policy) for your role is upto **10.00 %** of the New Annual Gross Compensation as Performance Pay and upto **0.00 %** of the New Annual Gross Compensation as Bonus. Variable pay is determined based on organization and individual performance.

Sella India Software Services (P) Limited

The new role comes with increased expectations, challenges and responsibilities. We are confident that you will exhibit the same level of energy and perseverance. We congratulate you on your promotion and we thank you and your family for the commitment, support and passion towards Sella India Software Services (P) Limited.



Srinivas Lingam

Chief Executive Officer

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