

March 21<sup>st</sup>, 2025

## 2025 Annual Compensation Review

Employee ID: 26044

Name : Madhan Kumar Rajagopal

Dear Madhan Kumar,

We thank you for your commitment and appreciate your contributions towards achieving the 2024 SG GSC goals.

At SG GSC, employee performance is an important factor of the annual performance review campaign. In recognition of your performance in 2024, we are happy to announce a variable pay of **INR 316,500/-**, this will be paid to you along with March 2025 salary.

Your **Annual Gross Salary** has been revised to **INR 2,047,000/-** effective 1st April 2025, refer to the appended table for the break-up of your compensation.

Salary Components	Amount in INR p.a.
Basic	1,023,500
Cash Allowance**	1,023,500
<b>Gross Salary</b>	<b>2,047,000</b>
Employer's Provident Fund	122,820
Gratuity	49,230
<b>Gross Salary + Retirals</b>	<b>2,219,050</b>

\*In addition to the Gross Salary + Retirals, you will be eligible to a variable pay, relevant to your role, based on your individual performance and Group's performance for the year. Any applicable variable pay will be paid to you in the month of March 2026 along with your salary. Payment of this amount is at the absolute discretion of the Company (SG GSC).

**\*Variable Pay will be payable only if:**

- (1) you are actively employed by SG GSC or a SG subsidiary on the payment date
- (2) you have not given a notice of termination on or prior to the payment date, and
- (3) you have not been notified on or before the payment date that your employment shall be terminated for cause.

Click [here](#) to know more about \*\*food coupons, NPS, Insurance, car & other relevant benefits. All other terms and conditions of your employment shall remain unchanged unless otherwise communicated. In case you resign on or before 30th April 2025, the revised salary & promotion if any effective 1st April 2025 will be null & void.

We would like to reiterate that your compensation is strictly confidential as per the organizations' Non-Disclosure Policy and the terms and conditions of your employment. You may, thus, share your compensation details only with your manager or HR BP.

We look forward and wishing you a successful 2025.

*"This is a computer-generated letter hence does not require any signature"*