

2024 Salary Review Process Annual Salary Information

Dear Manish Kumar,

We would like to thank you personally for your hard work and continued commitment to the future success of Software AG.

As a result of the 2024 salary review process, your on-target total annual gross salary has been increased as follows:

Annual Salary from 1 April 2024 (with FTE status 1.0)	
Base Pay	3,905,999.61 INR
Variable Pay*	434,003.43 INR
OTE (on-target earnings)	4,340,003.04 INR

*Gross variable pay shown at 100% of target achievement

All other aspects of your employment contract will remain unchanged.

To access your compensation details, kindly navigate to Workday: [Go to your profile > "Compensation" > "Total Rewards" section.](#)

The adjustments to your salary will be applied retroactively from April 1st 2024, and will be included in your May payroll.

If you have any questions or need further clarification, please do not hesitate to reach out to your local HR representative.

Sincerely,

Your Global HR Team

Notes:

This letter is for information purposes. Where required by local legislation, necessary formal documentation will be issued in due course.