

**Software AG Bangalore Technologies Private Limited**

**ADDRESSEE ONLY**

1<sup>st</sup> July 2021

Name : Manish Kumar  
Global SAP ID : 50006278  
Title : Lead Engineer

**Salary Revision Letter**

Dear Manish,

As we continue to navigate situation created by Covid-19 pandemic, we sincerely hope you and your family are safe and healthy. We thank you for your hard work, dedication and resilience during these challenging times.

Software AG is growing and transforming consistently over the years and contribution of each and every employee plays a significant role in our continuous growth and achievement of business objectives.

As we take on new challenges, we would like to recognize your contribution and commitment while looking forward to many future accomplishments.

We are pleased to inform you that your annual compensation has been revised effective 1<sup>st</sup> July 2021 as detailed below.

Compensation Elements	Amount (₹/p.a.)
Basic Salary	1,418,229
HRA	709,115
Flexible Benefits Plan (FBP)	854,089
PF: Employer Contribution	170,187
<b>Fixed CTC (A)</b>	<b>3,151,620</b>
MBO (Performance related) - 5% of OTE	175,090
Company Financial Performance - 5% of OTE	175,090
<b>Corporate Incentive Plan (CIP) - 10% of OTE (B)</b>	<b>350,180</b>
<b>On Target Earnings (OTE) (A+B)</b>	<b>3,501,800</b>

Please note that all matters related to your compensation are strictly confidential between you and the company and therefore should be treated as such. Kindly refrain from discussing the details of your compensation with anyone. All other terms and conditions of your employment remain unchanged.

As we progress, we look forward to your continued support and commitment towards achieving our ever-evolving business goals in the years ahead.

Yours sincerely,



**Monarch Limaye**  
Senior Director - HR India