

Software AG Bangalore Technologies Private Limited

01 October 2020

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

Dear Manish,

At the outset, wishing that this letter finds you & your family in good health, we thank you very much for your valuable contribution in the year 2019-20.

We recognize and appreciate your commitment and valuable contribution towards the organization's growth. Based on your performance, salary benchmarking, internal parity and approved budget, etc. we are pleased to inform you that your annual compensation has been revised effective 1st October 2020 as detailed below.

Compensation Elements	Amount (₹/p.a.)
Basic Salary	1,269,675
HRA	507,870
Flexible Benefits Plan (FBP)	891,594
PF: Employer Contribution	152,361
Fixed CTC <span>-(A)</span>	2,821,500
Company Financial Performance - 5% of OTE	156,750
MBO (Individual Performance Objectives) - 5% of OTE	156,750
Corporate Incentive Plan (CIP) - 10% of OTE <span>-(B)</span>	313,500
On Target Earnings (OTE) <span>-(A+B)</span>	3,135,000

**Note:** In addition to the above mentioned monetary benefits and service Gratuity, health & life insurance benefits, trainings, rewards, incentives, excellent working environment and other benefits forms part of your Total Rewards.

All matters related to your compensation are strictly confidential between you and the company, and therefore should be treated as such. 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