

Software AG Bangalore Technologies Private Limited

ADDRESSEE ONLY

01 July 2022

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

Salary Revision

Dear Manish,

Trust this letter finds you & your family safe and in good health.

We recognize and appreciate your commitment and valuable contribution towards the organization's growth and thank you for all your efforts and dedication.

We are pleased to inform you that effective **1st July 2022** your annual compensation is being revised as detailed below.

Compensation Elements	Amount (₹/p.a.)
Basic Salary (45% of Fixed)	1620000
HRA (50% of Basic)	810000
PF: Employer Contribution (12% of Basic)	194400
Flexible Benefits Plan (FBP) (Difference)	975600
<b>Fixed CTC (A)</b>	<b>3600000</b>
MBO (Performance related) - 5% of OTE	200000
Company Financial Performance - 5% of OTE	200000
<b>Corporate Incentive Plan (CIP) - 10% of OTE (B)</b>	<b>400000</b>
<b>On Target Earnings (OTE) (A+B)</b>	<b>4000000</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,



Vipin Bhaskaran  
Head - HR Operations, India