



## **APPENDIX A TO THE EMPLOYMENT AGREEMENT**

This Appendix A to the employment agreement (the "Agreement") dated TBD, 2023 by and between Boeing India Private Limited ("the Company") and Ravikiran Nagaraj (the "Employee") specifies the elements of the Annual Compensation payable to the Employee per Section E of the Agreement.

<b>Compensation Components</b>	<b>Proposed Salary (INR)</b>
BASIC (Annual)	2,214,912
Reimbursable Flexible Benefits (Annual)	2,214,912
<b>Gross Compensation (A)</b>	<b>4,429,824</b>
Provident fund (Annual)	265,789
Gratuity	106,537
<b>Retirement Benefits (B)</b>	<b>372,327</b>
<b>Annual Compensation (A+B)</b>	<b>4,802,151</b>

**Note:** In addition to the above, you will be eligible for:

- The Company's Incentive Program, as detailed in the employment agreement.
- Reimbursement up to INR 50,000 per annum towards gym membership, after successful completion of probation.
- Group Mediclaim Insurance of INR 5,00,000 for self & dependents, premium will be paid by the Company.
- Group Personal Accident Insurance in event of accidental injury or death up to 3 times Gross Compensation. Insurance premium will be paid by the Company.
- Group term life insurance in the event of death up to 3 times Gross Compensation. Insurance premium will be paid by the Company.
- Gratuity mentioned is indicative value only, final payment would be as per provisions of Payment of Gratuity Act, 1972.



The Employee's annualized Reimbursable Flexible Benefits (RFB) is INR 2,214,912 (INR Two Million Two Hundred Fourteen Thousand Nine Hundred Twelve) per year. The Employee may use the RFB by choosing one or more of the components given below. Distribution of the RFB is as follows:

- |  |                    |
|--|--------------------|
| 1. House Rent Allowance (HRA)                    | INR _____ per year |
| 2. Leave Travel Assistance (LTA)                 | INR _____ per year |
| 3. Telephone Expenses:                           | INR _____ per year |
| 4. Education Allowance                           | INR _____ per year |
| 5. Vehicle Running & Maintenance Allowance       | INR _____ per year |
| 6. A Flat taxable Allowance                      | INR _____ per year |
| 7. FBP NPS – 10% of Basic (Minimum INR 6,000.00) | INR _____ per year |
| 8. Meal cards (INR 13,200)                       | INR _____ per year |

The Employee can annually allocate specific sums towards these benefits out of his/her total RFB amount, as shown in the Employment Agreement, subject to his/her satisfying the criteria for reimbursement. The criteria are set forth in the document entitled, "Compensation Structure Guidelines" - as attached in the offer e-mail. Eligibility criteria are subject to change per India tax regulations.

Allowances payable to the Employee will be prorated to number of months in which the Employee is employed during the calendar year. So, for example, if the Employee is hired in April, and stays with the Employer through December, he or she will be eligible for 9/12 of the total yearly amount indicated. Similarly, if the Employee is working for the Employer in January, and leaves in August, he or she will be eligible for 8/12 of the total yearly amount indicated.

All Allowances are to be claimed as reimbursements after submitting valid supporting documents.

Unclaimed RFB will be paid to the Employee in the last month of the financial year as taxable salary.

---



Boeing India Private Limited  
Registered Office: 3rd Floor, DLF Centre,  
Sansad Marg,  
New Delhi 110001 India

---

Out of the total RFB amount, after allocation into above components as per the Employee's declaration depending on his/her need, if there is any balance left, that will be paid as monthly taxable salary under the head "Flat Taxable Allowance".

IN WITNESS WHEREOF, both Parties have read this Appendix A, understand its contents, and agree to be bound by its terms. Each party acknowledges having received a signed original of this Appendix A.

For the EMPLOYER:

Signed: \_\_\_\_\_

Dated: \_\_\_\_\_

Authorized Signatory

For the EMPLOYEE:

Signed: \_\_\_\_\_

Dated: \_\_\_\_\_

Ravikiran Nagaraj

BEMS ID: TBD