

**Mr. Sandeep Chowdhury**

Employee Number : 35276129

Department : NaP/BPS-TEF4

*\*Personal and Confidential\**

Dear Mr. Sandeep Chowdhury,

Date : 21.12.2023

We are pleased to inform you that based on your performance, your compensation is revised effective 01.01.2024.

Components	Existing CTC(p.a. INR)	Revised CTC(p.a. INR)
<b>Fixed Pay:</b>		
Basic Salary	919,080	1,038,579
Cash Perk Basket	748,320	850,815
<b>Total (A)</b>	<b>1,667,400</b>	<b>1,889,394</b>
<b>Retirement Benefits:</b>		
Provident Fund	110,290	124,629
Gratuity	44,208	49,956
<b>Total (B)</b>	<b>154,498</b>	<b>174,585</b>
<b>Variable Pay: (Considered at Factor 1.0)</b>		
Company Performance related Pay (CPrP)	133,397	151,152
<b>Total (C)</b>	<b>133,397</b>	<b>151,152</b>
<b>Cost of Benefits / Perquisites:</b>		
Housing Loan Interest Subsidy (HLIS)	27,000	27,000
Health and Accident Insurance	15,649	15,649
<b>Total (D)</b>	<b>42,649</b>	<b>42,649</b>
<b>Cost to Company (A+B+C+D)</b>	<b>1,997,944</b>	<b>2,257,780</b>
National Pension System (NPS)	<b>12,000</b>	<b>12,000</b>

**Note:**

For those associates for whom currently the Employer's Contribution to superannuation fund is contributed by the Company, the Employer's Contribution amount is added in the CPB effective 01.01.2024, but contributions will continue "as is".

Based on your Manager's evaluation, your Performance rating is **"Meets and slightly exceeds expectations"**.

Your Target Compensation Level (TCL) Range is **90 to 105**.

Thank you for your contribution to the Company. We wish you all the best and look forward to your continued support.

Yours faithfully,  
for **Bosch Limited**.



Karsten Mueller  
RBIN/EM PS/MG-IN



Pallavi Shastri R  
RBIN/HRL