

March 31, 2022

**Shidlingayya Gorlekoppa**  
Principal Eng, Software  
738643

**Sub: Annual Compensation Review 2022**

Dear **Shidlingayya**,

Further to the revised **Annual Compensation Review Statement** shared with you by your manager, please find below your Revised Compensation Structure effective April 1, 2022.

<i>(All figures INR)</i>		
	<b>Current</b>	<b>Revised</b>
Basic	1,436,952	1,566,278
Supplementary Allowance (*Flexi Comp Plan)	2,155,428	2,349,417
<b>Annual Base Salary</b>	<b>3,592,380</b>	<b>3,915,695</b>
Provident Fund	172,434	187,953
Gratuity	69,117	75,338
Hospitalization Insurance Cover	15,000	18,900
Personal Accident Insurance	1,696	1,386
Group Term Life Insurance	8,428	11,477
<b>Target Bonus/ Incentive (@100% Performance)</b>	<b>431,086</b>	<b>469,883</b>
<b>Cost to Company</b>	<b>4,290,141</b>	<b>4,680,632</b>

\* Detailed flexi comp plan will be available in your payroll portal.

Thank you for your efforts in furthering our mission to Save and Sustain Lives overcoming the year 2021 challenges caused by the Covid-19 pandemic. We look forward to your continued efforts in growing our business profitably by leveraging our culture levers in everything you do.

**For Baxter Innovations & Business Solution Pvt. Ltd.,**



**Ayan Ghosh Roy**  
Assoc Dir, HR – R&D and RA India