

September 21, 2018

Shidlingayya Gorlekoppa Bangalore

Subject: Offer of Employment from Baxter Innovations and Business Solutions Pvt. Ltd.

Dear Shidlingayya,

Further to our conversation, we are pleased to offer you the position of Sr Eng, Software in Global Research & Development Business of Baxter Innovations and Business Solutions Pvt. Ltd. You will be based at Bangalore. As discussed, this offer will be subject to following terms and conditions:

- 1. You will receive a Total Compensation of Rs. 3,006,928/- (Rupees Thirty Lakhs Six Thousand Nine Hundred and Twenty Eight only). This includes a variable pay component of Rs. 301,200 /- (Rupees Three Lakhs One Thousand Two Hundred only). This will be disbursed to you as per the prevailing rules and guidelines of Baxter Innovations and Business Solutions Pvt. Ltd. The detailed Compensation Structure is mentioned in Annexure A.
- 2. This offer is valid provided you join us on or before **November 22, 2018** and is subject to your successful clearance of the Pre-Employment medical examination. Once you join the Company you will receive our Appointment Letter illustrating the standard terms and conditions of service with Baxter Innovations and Business Solutions Pvt. Ltd.
- 3. Please provide us with a copy of your resignation letter within next three days, and acceptance of resignation / relieving letter from your current organization within 7 days from the receipt of this offer. Please ensure that all necessary relieving formalities are duly taken care of with your current organization before you join us.
- 4. As part of the joining formalities, you are requested to bring the following documents with you on the day of joining:
 - a. 3 Recent passport size photographs.
 - b. Provident Fund account number of last organization and UAN No. If account was held with a Trust, name and address of the Trust.
 - Photocopy of PAN card and Aadhar Card. If you do not have either and have applied for one, please bring a photocopy of the application
 - d. Photocopies of all education testimonials and prior Work Experience Certificates.
 - e. Relieving Letter from your previous Organizations.

We are glad that very soon you will be part of our team. We look forward to your long and meaningful association with us.

Warm Regards

For Baxter Innovations and Business Solutions Pvt. Ltd.

Ayan Ghosh Roy Head- HR, R&D and GDCi



Annexure-A

| Details of Compensation (all figures in Indian Rupees per annum) | | | | |
|--|-----------|--|--|--|
| Basic Salary | 1,004,000 | | | |
| HRA | 502,000 | | | |
| Supplementary Allowance/Flexi Basket* | 1,004,000 | | | |
| Annual Base Salary ** | 2,510,000 | | | |
| Provident Fund | 120,480 | | | |
| Gratuity | 48,292 | | | |
| Hospitalization Insurance Cover | 8,000 | | | |
| Personal Accident Insurance | 2,962 | | | |
| Group Term Life Insurance | 15,994 | | | |
| Target Variable Pay (@100% Performance) | 301,200 | | | |
| Cost to Company (CTC) | 3,006,928 | | | |

^{*}Flexi Compensation Basket explained in Annexure-B

Warm Regards

For Baxter Innovations and Business Solutions Pvt. Ltd.

Ayan Ghosh Roy

Head- HR, R&D and GDCi

^{**}Your next compensation review cycle will be w.e.f 1st April 2020



Annexure-B

Flexible Compensation Plan (Flexi Basket) effective 1st April 2018-31st March 2019.

The plan empowers employees to choose any/all component from the flexi basket and avail tax benefit which would get adjusted against the salary component of "Supplementary Allowance".

Kindly note, this will be a one-time activity for the running financial year with limited time to register and submit the flexi options i.e. in the first month of joining the organization. Ensure that you login within 5 days of receiving the link to avail options as mentioned below:

| Flexible Compensation Plan (Flexi Basket) | | | | | | |
|---|------------------------------|---|--|--|--|--|
| Supplementary Allowance | Leave travel allowance (LTA) | LTA can be claimed twice in a block of 4 years. Current block is 1st Jan' 2018-31st Dec'2021. | | | | |
| | Meal Card | Meal card can be availed of Rs.2200/- per month. | | | | |
| | National Pension Scheme | 10% of basic salary can be invested under national pensio scheme. | | | | |
| | Company Car Lease | Managers** and above will get option to opt for Car lease. | | | | |

^{*}In alignment with market trends, medical reimbursement has been removed from Flexi compensation structure.

Insurance Benefit Plan effective 1st April 2018-31st March 2019.

Insurance benefits provided by the company, please refer the policy for details.

| Insurance Benefit 2018-2019 | | | | | |
|----------------------------------|--|--|--|--|--|
| Group Mediclaim Insurance (GMC) | Employee, spouse and 2 dependent children are covered as per slab. | | | | |
| Group Accidental Insurance (GPA) | Employee is covered up to 5 times of Annual Base Salary. | | | | |
| Group Term Life (GTL) | Employee is covered up to 3 times of Annual Base Salary. | | | | |
| *Parental Insurance | Employees who have enrolled their parent/in laws, premium shall be deducted from salary. (Refer policy for premium amount) | | | | |

^{*}Baxter also provides option of Parental Mediclaim Insurance Coverage under "Co-Pay" system with minimum premium contribution as mentioned below. Kindly contact your HR partner for more details.

| Slab/Age | 36-45 yrs | 46-55 yrs | 56-60 yrs | 61-65 yrs | 66-70 yrs | 71-75 yrs | 76-80 yrs | >80 yrs |
|----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|---------|
| 300000 | 1,084 | 1,517 | 2,465 | 3,549 | 3,901 | 4,280 | 4,741 | 5,201 |
| 400000 | 1,463 | 2,005 | 3,169 | 4,063 | 4,470 | 4,930 | 5,418 | 5,960 |
| 500000 | 1,788 | 2,357 | 3,603 | 4,605 | 5,066 | 5,553 | 6,122 | 6,745 |

Baxter confidential for internal use only.

^{**} Employees who are grade 18 and above (Managers) and based out of Gurgaon & Bangalore location can opt for Car Lease.