



01-April-2023

Emp. ID: 30054645  
Siddarath Vats  
ADANI GREEN ENERGY LIMITED  
Ahmedabad

**Letter of Increment**

Dear Siddarath Vats,

Our Group's transformation into India's most admired business house with market leading position in the nation's critical sectors has resulted from our collective efforts and our world-class leadership. Your part in this achievement has earned you a performance rating of "**Good Performer**".

We see immense potential in your skills, approach and attitude and would encourage higher contribution in days ahead.

Accordingly, with effect from 01-April-2023, your fixed remuneration stands revised to **Rs. 746,820/- per annum**. Additionally, your variable pay component for the FY23 is as mentioned below:

The revised gross remuneration also includes market correction amount of **Rs. 57,600/-**

Further, based on your FY23 performance, you are being paid a variable pay amount of **Rs.50,400/-**

Detailed break-up of your compensation statement is available as annexure.

All other terms and conditions of your employment as applicable to your grade will apply as per prevailing company policy / guidelines.

We look forward to your continued performance and commitment to the overall objectives of the Group.

Yours faithfully,

Pramath Nath  
Head HR - Renewables

Vneet S Jaain  
Managing Director & Chief Executive Officer

Confidentiality – Please note that your salary is confidential, and we expect you to treat it as such. This is computer generated letter. Therefore, physical signature is not required.



01-April-2023

### Revised Compensation Statement

Employee Code : 30054645  
Name : Siddarath Vats  
Company Name : ADANI GREEN ENERGY LIMITED

Details	Salary as on 31/03/2023 ( INR Per Annum)	Salary as on 01/04/2023 ( INR Per Annum)
<b>Grade / Designation</b>	<b>O2</b>	<b>O2</b>
Basic Salary	259,200	298,728
HRA	103,680	119,492
Ex-gratia	21,588	24,894
Employer PF	31,104	35,848
Gratuity	10,368	11,950
Other Allowance	222,060	255,908
<b>Total Fixed Remuneration</b>	<b>648,000</b>	<b>746,820</b>
Current Variable Pay at "Top Performer" rating	72,000	82,980
<b>Gross Remuneration (Incrementable CTC)</b>	<b>720,000</b>	<b>829,800</b>
<b>Total Cost to Company</b>	<b>720,000</b>	<b>829,800</b>
<b>Grand Total</b>	<b>720,000</b>	<b>829,800</b>
Variable Pay at "Strong Performer" rating	57,600	66,384
Variable Pay at " Good Performer" rating	50,400	58,086

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