



Compensation Statement

Dolphin Kurmeti
676278

Dear **Dolphin Kurmeti**,

In recognition of your contributions to Sutherland, we are pleased to inform you that your compensation has been revised effective **October 01, 2025**. Please refer to the annexure to review the changes in your compensation.

All other terms and conditions of your employment shall remain in accordance with the company policies.

We are One Sutherland team, and the velocity of our evolution continues to accelerate along with the need for innovation and reinvention. We thank you for the commitment and support and look forward to your continued partnership with Sutherland.

Regards,

Team Total Rewards

| Details of Monthly and Annual Cost to the Company | |
|---|---------------------------------|
| Name | Dolphin Kurmeti |
| Employee id | 676278 |
| Designation | Sr. Associate - Sales (Level 2) |
| Effective Date | October 01, 2025 |

| Components | Current (in Rs.) | | Revised (in Rs.) | |
|-------------------------------------|------------------|-------------------|------------------|-------------------|
| | Monthly | Annual | Monthly | Annual |
| Fixed Pay (A) | | | | |
| Basic Salary | 15,644.00 | 187,731.00 | 17,281.00 | 207,375.00 |
| House Rent Allowance | 7,822.00 | 93,866.00 | 8,641.00 | 103,688.00 |
| Statutory Bonus | 2,689.00 | 32,270.00 | 2,754.00 | 33,052.00 |
| Special Allowance/Choice Pay* | 18,542.00 | 222,507.00 | 18,068.00 | 216,815.00 |
| Gross | 44,697.00 | 536,374.00 | 46,744.00 | 560,930.00 |
| Variable Pay (B) | | | | |
| Performance Based Incentive (PBI)** | 2,750.00 | 33,000.00 | 2,750.00 | 33,000.00 |
| Statutory Benefits (C) | | | | |
| Employer's Contribution to PF | 1,800.00 | 21,600.00 | 1,800.00 | 21,600.00 |
| Gratuity | 752.00 | 9,026.00 | 831.00 | 9,970.00 |
| Cost to Company (A+B+C) | 49,999.00 | 600,000.00 | 52,125.00 | 625,500.00 |

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| * | Choice Pay is exempt from Tax to the extent of Bills / Proofs Produced and admissible under Law from time to time. Please refer to Choice Pay policy for more details. |
| ** | The Performance Based Incentive is payable subject to achievement of company & individual performance. Please refer to PBI policy for more details. |