



1-January-2023

Mr. Subhajit Pal

Employee No. 1194524

Dear Subhajit

This is to inform you that your compensation components have been revised effective January 1, 2023 as part of the exercise of moving to Workday from Peoplesoft system. The total compensation remains unchanged. The details of your revised compensation components are mentioned below & is subject to local tax laws and levies as applicable.

REVISED ANNUAL COMPENSATION PACKAGE		
Effective Date: 1 <sup>st</sup> January, 2023		
	Current Annual INR	Revised Annual INR
Basic	1295400	1294800
HRA	647700	647400
Fixed Bonus	107950	107900
Special Flexible Benefit	566844	567866
Meal Vouchers/Lunch Allowance	24000	24000
Employer's contribution to PF	158328	158256
Annual Fixed Compensation	2800222	2800222
Lexmark Variable Incentive	168013	168013
Annual TOTAL Compensation	2968235	2968235

All other terms and conditions of your employment will remain unchanged.

We look forward to your continuing support in the coming years.

Yours sincerely

Rashmita Parija  
Country Manager - HR, India

ACKNOWLEDGED BY

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Employee Name & Date