

30th April 2025

**Strictly Confidential**

**VL/HR/APA/313386**

Name: Sai Prasanna Kanugula

Emp ID: 313386

Dear Sai Prasanna Kanugula

Subject: **Promotion & Revision in Compensation 2024-25**

We are pleased to inform you that you have been elevated to the position of **Deputy Manager ( M5 )** and your compensation stands revised as per the enclosed annexure with effect from **Apr 1, 2025**. The revision in compensation is in recognition of your performance and contribution during the performance year **2024-25**, which has been rated as **"Valued"**.

Please note that any liability in respect of income tax arising out of this revision shall be to your account. The company reserves the right to change or modify the compensation structure and other terms of employment as may be communicated to you from time to time.

Please treat the details of your compensation as strictly confidential.

We wish to place on record the appreciation of your contributions to the organization and look forward for a higher level of contribution from you.

We wish you the very best in your future endeavors.

Best Wishes,

**For Vedanta Limited, Lanjigarh**



**Pranab Kumar Bhattacharyya**

**CEO - VLL**

**Vedanta Limited**

PO: Lanjigarh, Dist.: Kalahandi, Odisha, India - 766 027

T +91-6677 247312 - 15, Fax +91-6677 247311, Website: [www.vedantalimited.com](http://www.vedantalimited.com)

Registered Office: Vedanta Limited 1st Floor, 'C' wing, Unit 103, Corporate Avenue, Atul Projects, Chakala, Andheri (East), Mumbai 400093, Maharashtra, India.

CIN: L13209MH1965PLC291394

## Term Sheet : Annexure A

**Strictly Confidential**Annexure to letter dt: **30th April 2025**

Name : Sai Prasanna Kanugula

Designation / Grade : Deputy Manager ( M5 )

Location : Lanjigarh

**COMPENSATION**

<b>Particulars</b>	<b>Current</b>	<b>Revised effective 1<sup>st</sup> April 2025</b>
<b>Monthly (I)</b>		
• Basic	52,800	60,700
• HRA	21,120	24,280
• Personal Allowance	33,136	38,294
• Uniform Allowance	1,000	1,000
• Bonus (20 % of Basic)	10,560	12,140
• LTA	4,400	5,058
• NPS	0	0
• Provident Fund	6,336	7,284
<b>Total Monthly</b>	<b>129,352</b>	<b>148,756</b>
<b>Total Annual (I)</b>	<b>1,552,224</b>	<b>1,785,072</b>
• Gratuity	30,462	35,019
• Superannuation	0	0
<b>Total Annual (II)</b>	<b>30,462</b>	<b>35,019</b>
<b>Grand Total (I + II)</b>	<b>1,582,686</b>	<b>1,820,091</b>
<b>Target Annual Bonus (III)</b>	<b>350,000</b>	<b>364,000</b>
<b>TOTAL TARGET CASH COMPENSATION - (I+II+III)</b>	<b>1,932,686</b>	<b>2,184,091</b>

**Notes:**

- All other terms of service including compensation, other than those indicated above will remain unaltered.
- Gratuity as per applicable rules.
- Mediclaim Policy & Personal Accident Insurance as applicable, remain unchanged.

For Vedanta Limited, Lanjigarh

**Bikram Keshori Nayak**  
**CHRO – VLL**