



## Annual Compensation Statement

**Effective Date: 01 January 2025**

**Ashok L  
Executive Procurement**

Thank you for contributing to Reckitt's performance this year. Your efforts and achievements are appreciated and valued.

The purpose of this document is to outline the change in your potential Cost to Company following the 2025 annual pay review. From 1 January 2025, your compensation package will be as outlined below:

	<b>2024 Compensation</b>	<b>2025 Compensation</b>	<b>Increase</b>
<b>Currency</b>	INR	INR	
<b>Basic Salary</b>	333,989	360,708	
<b>Housing Allowance</b>	180,000	180,000	
<b>Consolidated Allowance</b>	343,887	388,966	
<b>Performance Bonus (Target)</b>	39,600	39,600	
<b>Provident Fund</b>	40,079	43,285	
<b>Gratuity</b>	16,699	18,035	
<b>Potential Cost to Company</b>	954,254	1,030,594	8.0%

### **Additional notes:**

1. The information in this letter is strictly confidential, and you should not discuss or disclose to any of your colleagues.
2. Your Cost to Company (CTC) and/or your total reward package may be inclusive of other provisions i.e. local incentives, benefits etc. which are not included in the above statement. Reckitt has the right to withdraw or modify such benefits at its sole discretion. For further information, please contact your HR Business Partner.
3. All amounts in this letter are gross and subject to the regular payroll taxes.
4. As per Payment of Bonus Act, eligible employees for Statutory Bonus will be paid Bonus and the same would be adjusted from the Performance Bonus.
5. All components are subject to prevalent Company policies, applicable rules and regulations. The components can be changed, merged, withdrawn by the company at its sole discretion without assigning any reason.

Your contribution to Reckitt matters as we work together to live our purpose and win our fight.

Yours faithfully,

**Vijay Joshi**

**Date: January 2025**

*\* This is an electronically generated letter and does not require a signature*