

**GE Power Portfolio**

GE Power India Limited

Unit No 211-212, 2nd Floor, The Capital, G Block, Plot No. C-70,  
Bandra Kurla Complex, Bandra East,  
Mumbai 400051

29 December 2023

Mohammed Ishaq  
#4, 6th Cross, Anam Enclave,  
Aswathnagar, Thanisandra,  
Bangalore-560077

**Subject: Appointment Letter**

Dear Mohammed,

We are pleased to offer you the position of **Lean Leader SP India** at **Senior Professional Band**, effective 2 January 2024. You will be reporting to Prashant Jain - Regional General Manager. This position will initially be based in Noida UP IN 10, GE Power India Limited but is assignable anywhere in India.

Your compensation is indicated in Compensation & Benefits worksheet attached as Annexure A.

All other terms and conditions governing your employment as amended from time to time shall remain unchanged. You are re-advised of the confidentiality clause stated in your Appointment Letter, attached as Annexure B. You will be required to sign a fresh Employee Innovation and Proprietary Information Agreement, attached as Annexure C.

Please confirm your acceptance to your HR Manager.

On behalf of the Company, I wish you every success in your position and trust that our relationship will be long and mutually rewarding.

Yours sincerely,  
For GE Power India Limited



Shalini Kumar  
Lead Sourcing and Recruiting Specialist

Signed on 29 December 2023 at Noida

**Annexure A**

GE Power India Limited

**Compensation & Benefits Statement**

**Name :** Mohammed Ishaq  
**Date Of Joining :** 2 January 2024  
**Designation :** Lean Leader SP India  
**Band :** Senior Professional Band

Annual Total Compensation @ Target payout	6612500	(Fixed Comp + Variable@Target)
<b>Fixed Compensation Components</b>		
Basic Salary	2300000	
Provident Fund	276000	12% of basic salary
Flexible Components*	3174000	Components to be determined by employee basis guidelines mentioned below
Total Fixed Compensation	5750000	
<b>Variable Pay</b>		
On Target Variable Pay	15%	Indicative, as per Incentive Compensation guidelines

**Benefits:**

- Health Insurance for Self and Family as per policy.
- Life and Personal Accident Insurance as per policy.
- Gratuity over and above Compensation as per policy.
- You will be paid a onetime 'Lump Sum Bonus' equivalent to **INR 300000**. Any Tax liability arising will be appropriately deducted. In the event of leaving the employment of the company within 1 year of joining you are liable to repay the 'Lump Sum Bonus' amount.

As a part of GE India's Total Rewards Philosophy, we offer you the flexibility to select benefits within a pre-designed structure that are most suitable to your life stage, lifestyle and specific responsibilities. You are advised to complete your benefit selections and dependents declaration within 30 days of joining.

Once you have completed your benefit selection within 30 days of joining, you will have the opportunity to modify it every time your fixed compensation is revised in future. Please note that flexible benefits selections cannot be modified at any other time.