

Dated: **23-Apr-2023**

Reference ID: **INC/23/0096**
E-Code: **02003762**
Name: **Alok Kumar Pandey**

Dear **Alok Kumar**,

We are pleased to inform that you are being promoted to the position of "**Technical Lead**" at grade "**MG03A**" with effect from **01-April-2023**.

We value your efforts and commitment towards the organization in meeting its goals and objectives. Your performance for FY 2022-23 has been rated as "**Exceeds Expectations**". Your total Compensation (CTC) has been revised to Rs. **1155324 (Eleven Lakh Fifty Five Thousand Three Hundred Twenty Four Rupees Only)** per annum with effect from **01-April-2023**.

You will continue to be governed by employment terms, people policies and related processes as applicable. The total CTC includes all statutory payments from the employee and employer and all necessary taxes will be deducted at source as per statutory requirements.

We reiterate that your compensation is a confidential matter between you and the Company and we reaffirm that the Company shall view any breach of confidentiality with the utmost seriousness.

We look forward to your enhanced contribution towards the achievement of business goals and your continued growth and commitment to Paytm Payments Bank Ltd.,. We wish you the best in your efforts to enable the organization achieve newer heights.

Yours sincerely



Authorized Signatory

CTC Structure (Rs.)		
Salary Components	Previous	New
Fixed	1034856	1155324
Basic	517428	577656
House Rent Allowance (HRA)	258720	288828
Special Allowance / Flexi Benefits Bucket	237108	256440
Statutory Bonus (if applicable)		
EPF Employer Contribution (PF)	21600	21600
ESI Employer Contribution (if applicable)		
Mobile & Broadband Allowance		10800
Variable		
Performance Linked Incentive (PLI)	0	0
LTIP	0	0
Cost To Company (CTC)	1034856	1155324
Other Benefits		
Gratuity	24888	27785

Please Note:

Special Allowance can be used for various grade specific Flexi Benefits as available.

Performance Linked Incentive (PLI) / Long Term Incentive Plan (LTIP) would be payable as per applicability & policy.

CTC is inclusive of all statutory payments from the employee & employer. All salary components and payments shall be governed by applicable company policy & income tax deductions.

Flexi Benefits Options*	Current Monthly (Rs.)	Current Annual (Rs.)
Special Allowance (Balance)	21370	256440
Gift Coupons	0	0
Food Coupons	0	0
Car Operating Option (MG03 and above)	0	0
Chauffeur's Salary (MG03 and above)	0	0
Fuel Reimbursement (MG03 and above)	0	0
LTA	0	0
Total Flexi	21370	256440