



## Financial Software & Systems (P) Ltd

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Siruseri, Navalur, Chennai, TN - 603 103, India  
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August 29, 2025

Dear Asma M,

### **Sub: Salary Revision**

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Congratulations! We are pleased to inform you that, in recognition of your valuable contributions to FSS and based on your recent performance review, your salary has been revised effective **April 01, 2025**.

This revision reflects our appreciation of your dedication, performance, and commitment to your role. We look forward to your continued support and future accomplishment at FSS.


#### Note:

- Details specific to your compensation have been annexed herewith for your reference.
- All other terms and conditions currently applicable to you will remain unchanged.
- Your compensation details are private and confidential; please ensure strict non-disclosure.

Best regards,

A handwritten signature in blue ink, appearing to read 'Anand Mitkari', written over a blue horizontal line.

Anand Umakant Mitkari  
Executive Vice President

Revised Salary Structure W.E.F. 01-April-2025				
Name	Asma M			
Employee Code	18576			
Grade	M2			
Designation	Test Lead			
Salary Components	Current Pay		Revised Pay	
<b>GUARANTEED PAY</b>	<b>Monthly</b>	<b>Annual</b>	<b>Monthly</b>	<b>Annual</b>
Basic	40,900	490,800	42,700	512,400
HRA	20,450	245,400	21,350	256,200
FBP	68,120	817,437	71,253	855,036
<b>Fixed Gross (A)</b>	<b>129,470</b>	<b>1,553,637</b>	<b>135,303</b>	<b>1,623,636</b>
Advance against Statutory Bonus (B)*	0	0	0	0
<b>Total (C=A+B)</b>	<b>129,470</b>	<b>1,553,637</b>	<b>135,303</b>	<b>1,623,636</b>
<b>Retiral Benefits</b>				
PF*		58,896		61,488
Gratuity*		23,558		24,600
<b>Total Retiral Benefits (D)</b>		<b>82,454</b>		<b>86,088</b>
<b>Total Guaranteed Pay (E = C+D)</b>		<b>1,636,091</b>		<b>1,709,724</b>
<b>VARIABLE PAY</b>				
Performance Incentive		0		0
<b>Total Variable Pay (F)</b>		<b>0</b>		<b>0</b>
<b>COST TO COMPANY (E+F)</b>		<b>1,636,091</b>		<b>1,709,724</b>
Regards,  Anand Umakant Mitkari Executive Vice President				
<b>*Will be processed as per the statutory norms.</b>				