

October 21, 2024

Ayush Gossain

10728631

India

Dear Ayush Gossain,

We hope this letter finds you in good health and high spirits.

The past several months have presented an array of challenges, yet, it is with your invaluable support and unyielding commitment that we have navigated these waters with remarkable poise, achieving significant milestones and securing a leading position within our industry. It is with heartfelt gratitude that we acknowledge your pivotal role in this collective journey.

We are pleased to enclose an annexure outlining your revised compensation, effective October 1st, 2024. Congratulations!

We appreciate your understanding that all matters related to your compensation are strictly confidential between the company and yourself and trust you to maintain confidentiality at all times. All other terms and conditions of your employment remain unchanged.

If you have any questions or need clarification, please connect with your manager or People Partner.

We appreciate your continued commitment and contributions to the organization.

Regards,

For LTIMindtree Limited



Rajeev Kumar

Global Head - Compensation & Benefits

LTIMindtree Limited

(Formerly Larsen & Toubro Infotech Limited)

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Salary Card

Name : Ayush Gossain		Grade : P1
P.S. No. : 10728631		Designation : Engineer - IT Support
Components	Per Annum	Per Month
Basic	180,000	15,000
Bouquet of Benefits (BoB)	62,196	5,183
Bonus	50,400	4,200
A. Base Salary	292,596	24,383
Variable Compensation	0	
B. Variable Compensation	0	
C. Total Target Cash (TTC) - A+B	292,596	
Provident Fund (PF)	21,600	1,800
Gratuity	8,664	722
Mediclaime Insurance Premium	12,929	
D. Retiral and Other Benefits	43,193	
Cost to Company (CTC) - C+D	335,789	
<u>Medical Insurance:</u> For details refer to Group Mediclaime Policy - Grades P7, M7, L7, S7 and below policy on HR Policies Portal. Employees will not be eligible for any other assistance towards domiciliary treatment other than the medical allowances.		

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<p>Notes:</p> <ul style="list-style-type: none"> - PF and leave encashment will be calculated based on Basic, as per the rules. - The PF amount shown is Employer's contribution. An equal amount will be deducted as Employee's contribution. - Gratuity will be calculated based on Basic, as per the rules. 		
<p>Following are the components applicable to you under Bouquet of Benefits(BoB).</p>		
Components	Limits	Remarks
House Rent Allowance (p.m.)	50% of basic	Mandatory
Education Allowance (p.m.)	Rs. 200/-	Optional
Leave Travel Allowance (p.a.)	Rs. 15,000/-	Optional
Meal Allowance (p.m.)	Rs. 1,100/- OR Rs. 2,200/-	Optional
Hostel Expenditure (p.m.)	Rs. 600/-	Optional
Broadband Reimbursement (p.m.)	Rs. 2,000/-	Optional
Mobile Reimbursement (p.m.)	Rs. 750/-	Optional
<p>- Balance amount under Bouquet of Benefits(BoB) will be paid as Ad-hoc Allowance per month and will be fully taxable.</p>		
<p>- You are required to declare your options under Bouquet of Benefits(BoB) in the SSC Portal. The guidelines relating to Bouquet of Benefits(BoB) are available on HR Policies portal.</p>		
<p>- Income Tax will be deducted at source wherever applicable as per Income Tax Rules.</p>		
<p>- Any or all of the above allowances may be altered / withdrawn at the sole discretion of the management and the payment of allowances will be governed by the rules and regulations of the Company as may be applicable from time to time.</p>		
<p>- In the event that the compensation package requires restructuring in order to comply with the proposed Code on Social Security, 2020, your compensation will be restructured in a manner that will be cost neutral for the Company.</p>		