

(D). Compensation:

The details of your gross annual remuneration are as under. This structure includes fixed components and employer contributions, and forms an integral part of your total Cost to Company (CTC):

		₹104,167
Components	Amount in INR (Per annum)	Monthly
Basic	₹10,21,460	₹85,122
House Rent Allowance	₹48,600	₹4,050
Conveyance Allowance	₹23,400	₹1,950
Medical Allowance	₹15,000	₹1,250
Leave Travel Allowance	₹9,000	₹750
Special Allowances	₹9,960	₹830
Employer's PF contribution	₹122,580	₹10,215
Total Fixed CTC	₹12,50,000	₹104,167

(E) Annexure obligatory information

The compensation details provided above represent your total Cost to Company (CTC) for the year. Please note that all payments are subject to applicable statutory deductions and compliance with prevailing legal requirements. This remuneration structure may be reviewed periodically based on company policies and your performance. Any additional benefits or reimbursements, if applicable, will be governed by the terms outlined in your appointment letter and relevant company policies. The figures shown are gross amounts.

Certain allowances may require submission of supporting documents to qualify for tax exemptions, and unclaimed amounts, if any, will be treated in accordance with relevant statutory provisions. Any revisions to salary components, allowance structures, or benefit policies will be implemented at the discretion of the company while ensuring compliance with governing laws.

Deferred CTC Components

The following components will be added to your Cost to Company (CTC) upon fulfilment of specific conditions:

- **Medical Insurance Premium, Personal Accident Insurance Premium, and Term Life Insurance Premium** – Incorporated into your CTC upon successful completion of the mandatory medical examination.
- **Gratuity / Ex-Gratia** – As per government regulations, applicable and added upon completion of **five (5) years** of continuous service with the Company, in line with statutory guidelines.
- **Performance Linked Incentive (PLI)** – An amount of ₹102,146 (10% of annual basic) may form part of your CTC, subject to quarterly performance ratings and as per Company policy.