

TOTAL REWARDS STATEMENT (2025-26)

Name: Mr. UTKARSH SHRIVASTAVA (00039053)

It gives us great pleasure to announce the completion of our annual performance and reward review cycle for FY2024-25.

Based on our annual business performance, your individual performance and market considerations, following is the summary of your remuneration for FY2025-26.

	Particulars	Remarks	Amount(Rs. per month)
A.	Current Fixed Salary (Pre Increment)	As on 01-Mar-2025	83,429.00
	a. Merit Increase		
	Full Year	14.38 %	-
	After proration or apportion	14.38 %	12,000.00
	b. One-time Adjustment	1.19 %	1,000.00
	c. Total Fixed Salary Increase (a + b)	15.57 %	13,000.00
B.	Revised Fixed Salary (Post Increment)	As on 01-Apr-2025	96,429.00
		Current (01-Mar-2025)	Revised (01-Apr-2025)
C.	Annual Fixed Salary	1,001,148.00	1,157,148.00
D.	Annual Total CTC **	1,051,205.40	1,215,005.40
E.	Increment % on Total CTC	15.58 %	

*Including other variable components, (VPP/SIP, EOP, ESPP), as applicable. Deputation/ Transfer allowance if any is not part of above detail.

A portion of the total increment (Merit+ Adjustments) may be utilised/adjusted for Non-Fixed CTC components like Variable Pay, ESPP etc., if these components become applicable for the first time or adjusting for the grade-based components, as applicable.

You are advised to maintain absolute confidentiality about your compensation. For any query/discussion, you must reach out to your Reporting Manager or your HR Business Partner only.

Note: We are anticipating few changes in the salary structure due to the legislative reasons. A detailed CTC break-up will be available on ESS portal by 20-April-2025 for your reference.

This is a system generated statement and does not require any signature.