



April 28, 2025

Ref. ID: 0036150

Gopal Dubey
Employee ID: 4102

Dear Gopal,

As we continue our momentum of growth, we would like to take this opportunity to express our appreciation for your **hard work, dedication, and resilience**. Together, we have made meaningful strides—and as we chart out a bold new future, our focus must remain on engaging deeply with our clients, strengthening strategic relationships, being trusted partners, and making a lasting impact.

As part of our New Compensation Philosophy, we are introducing a structured approach to the incentive framework that supports both immediate performance and long-term value creation:

Short-Term Incentives (STI): These are designed to place a strong emphasis on variable pay, rewarding behaviours that directly align with our immediate business objectives and performance goals. The STI payouts will be based on the Individual Performance, Business Unit/Company (applicable as appropriate to each level). This STI payout mechanism will be published internally.

The Incentives (STI) would be reviewed as part of the annual business performance review cycle at the end of the financial year

Thank you for your contributions—both as an individual and as a valued member of the team. In acknowledgment of your dedication, we are pleased to offer you revised annual compensation of **INR 7,44,116** which includes a fixed component of **INR 6,41,796**, and a Short-term Incentive (STI) of **INR 71,310** for the financial year 2025-26. The details of your compensation and related benefits are enclosed in the Annexure to this letter.

As we look ahead, our shared mission is to continue engaging deeply with clients, strengthening strategic relationships, and creating lasting impact. We look forward to your enthusiasm and support in striving for excellence, pushing boundaries, and driving the next stage of growth for LatentView Analytics.

Best Wishes,
For **LatentView Analytics Ltd.**

Rajan Sethuraman
Chief Executive Officer



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Annexure - A

CTC Components	Per Month	Per Annum
Monthly		
Basic	26,741	3,20,892
House Rent Allowance	13,371	1,60,452
Special Allowance	5,771	69,252
Statutory Bonus	1,800	21,600
Food Allowance	2,000	24,000
Telephone Allowance	2,000	24,000
LTA*	0	0
Total (A)	51,683	6,20,196
Annual		
Short Term Incentive**		71,310
Total (B)		71,310
Retiral		
PF Employer Contribution^	1,800	21,600
National Pension Scheme#	0	0
Gratuity	1,286	15,432
Total (C)	3,086	37,032
Benefits		
Group Medical Insurance	1,298	15,578
Total (D)	1,298	15,578
Annual Total Comp (A+B+C+D)		7,44,116

Note:

1. The Telephone Allowance is included as part of the salary and is not provided as a separate reimbursement. Prior to the end of the financial year, upon submission of actual phone/Internet bills (for a maximum of INR 24,000 per financial year) within the designated timelines as prescribed, to that extent the sums would be reduced from the taxable component.
2. *LTA is applicable for L3 and above
3. **The Short-term Incentive (STI) incentive will be paid annually, subject to you being an active employee (not serving a notice period) and on company rolls on 30th April respectively. Please note that the incentive payout is contingent upon your/your team's adherence to organizational hygiene metrics, including completing compliance courses and training within the specified timeframe, and submitting timesheets on PRM with a compliance rate of 95% or higher.
It is understood and agreed that both the incentive pay-out and increment for an employee are contingent upon their continued status as an active employee (not serving notice period) until the processing month.

Mechanism for incentive payouts based on the individual performance, business unit and Company will be published internally.

4. ^ Employer contribution towards Provident Fund shall be INR 1,800 per month or 12% of basic salary as defined under the EPF Act, at the option of the Employee. However, to such extent, special allowance would be adjusted.
5. # Employer contribution towards the National Pension Scheme (NPS) shall be 10% of basic salary, in case the employee opts for the same. However, to such extent, special allowance would be adjusted.

All other terms and conditions of your employment remain as per the latest Employment Agreement and Policies as well as your appointment letter.