

PRIVATE AND CONFIDENTIAL

Date: July 08, 2024

Employee Name: Manthan Manohar Urade

Employee ID: 252446

Dear Manthan Manohar Urade,

I take this opportunity to congratulate you for your commitment and hard work in Financial Year 2023-24.

As one Bandhan Bank, we are bolstering our efforts to be more collaborative, imbibe a robust compliance culture, practise professionalism, display speed of action and uphold accountability. Every individual is responsible for the success of the organisation and we all need to be committed to taking our Bank onward and upward.

I am pleased to inform you that the annual appraisal for FY2023-24 is now complete. In recognition of your performance in the said period, you have been awarded with a performance rating of **3**. Accordingly, you have received a variable pay of **Rs. 17,817**. Accordingly, your annual CTC has been revised to **Rs. 4,17,180**, with effect from Apr 1, 2024, detailed break-up of your CTC is enclosed as annexure.

On behalf of the management of the Bank, I convey my deepest appreciation for your unwavering commitment and we look forward to your continued contribution in the years ahead.

Best wishes,



Santanu Banerjee

Head – Human Resources

Private and Confidential**ANNEXURE – Annual CTC FY 2024-25****Employee Name: Manthan Manohar Urade****Employee ID: 252446**

Particulars	Monthly (Rs.)	Yearly (Rs.)
Basic Salary	11,046	1,32,552
HRA	5,523	66,276
Special Allowance	11,942	1,43,304
Medical Allowance	1,250	15,000
Conveyance Allowance	1,600	19,200
Child Education Allowance	200	2,400
Gross Salary	31,561	3,78,732
Retiral Benefits		
PF(Employer Contribution)	1,800	21,600
Gratuity	531	6,372
Additional Benefits		
Insurance Valuation - Group Term Life, Group Mediclaim & accidental Disability	873	10,476
Cost to Company(CTC)	34,765	4,17,180

Confidentiality:

Your compensation is a confidential information of the Bank and should be treated with absolute confidentiality except to the extent you are required to make disclosure for any tax, legal or regulatory purpose. Any breach of these confidentiality obligations will be considered as breach of fidelity and secrecy clause under your terms of appointment.