

Mr. Jitender Kumar Maurya,
Research Analyst

Compensation 2024-25

Dear Jitender Kumar Maurya,

With another eventful year, the IT industry has witnessed a growing emphasis on digital transformation, with a particular focus on adopting advanced technologies like AI, IoT, and robotics to drive efficiency and innovation in their traditional industries fueled by a surge in demand for digital services globally. TSIP continued to be at the forefront of developing cutting edge technology with numerous accolades to its credit this year including a flourishing & continued highest ever headcount of 1,203.

Our members' commitment is crucial for the continued growth and success of TSIP. To name a few out of our long list of recent achievements highlights include ReSA (Residual signal Signature Analysis) based failure prediction acceptance at Power Grid Conference IEEE ISGT 2023, Low Speed Color model New production of SING20 released to market as L7.3 Version with short lead time during Dec-23, ELERA POS first pilot store operation was started in Japan, CM7/XD7P products achieved Mass Production for Several Enterprise and Hyperscalar customers. We could achieve the TEUR NECH (4G CommHub) critical payment Pre-Integration Testing milestone. TDSC MCU Motor Studio v3.0, Motor Tuning Studio v1.0 is released on TDSC website, B-Ji SLAB12 battery pack (TS1) is released to customer and production design has started. We completed PSCAD standard models for generators, inverters, transmission line faults and transformers and also developed the world's first RFID supported controller for TTEC's MFP and released it to the market.

Our members are an invaluable asset who enrich the organization and drive our collective success. TSIP is moving in a resolute manner on its path to empower Digital Agility through initiatives like Ideathon 2.0 involving collaboration with startups wherein all business divisions showcased an active participation. Additionally, business divisions also contributed towards the internal Hackathon contest with innovative ideas and thematic problem solutions proposed by their respective 'Agile teams'. We also organized various offline/online training programs to upskill our members along with encouraging multiple team-building activities in the organization across divisions to enable collaboration. We also trained 18 global engineers under the Global IT training programme across three batches. In line with our vision to evolve as a Digitally Agile Center of Excellence, we could achieve the implementation of HRMS Adrenalin Max 2.0 and Procurement NetSuite Ph-2.

Your dedicated efforts over the year have been crucial to TSIP's success. I want to take this opportunity to express our gratitude for your tireless hard work, commitment, and passion. Your contributions are highly appreciated and greatly valued. In recognition of your exceptional efforts and for going Across and Beyond in delivering outstanding work, TSIP has decided to revamp your compensation for the financial year 2024-25 to **Rs. 4146347** /- (Forty One Lakh Forty Six Thousand Three Hundred and Forty Seven Only) effective from 01-Apr-2024. The terms relating to compensation as specified in this letter supersede any previous correspondence and all other terms and conditions of employment remain unchanged. The compensation details have to be treated strictly confidential.

Teamwork is at the heart of our organization's achievements. Your ongoing commitment to innovative thinking elevates both individual and collective contributions. We acknowledge and appreciate your unwavering dedication and enthusiasm. We are truly proud to have you as part of Team TSIP.

Committed to People, Committed to the Future.

Best Wishes!

Ramdas Baliga
Managing Director

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Toshiba Software India Pvt. Ltd.
Registered & Corporate Office

3A "EssaeVaishnavi Solitaire" 3rd Block, Koramangala, Bangalore - 560034, Karnataka, India
Tel: +91 80 41803500 / 3700 Fax: +91 8041101650

TSIP – 8030
Mr. Jitender Kumar Maurya
Research Analyst

Grade: T4

Revised Compensation Structure (effective 01-Apr-2024)

Salary	PM (Rs)	PA (Rs)
Basic - 40% of fixed Salary	124390	1492685
Provident Fund 12% of Basic Salary	14926	179122
Group Medical Insurance	400	4800
Flexible Benefit Plan	171258	2055105
Total Fixed Salary	310976	3731712
Performance Bonus (2024 -25)		414635
Total Cost to Company		4146347

Note:

1. You will be eligible for Performance Bonus (PB) as per the Bonus scheme.
 - a. PB indicated above is annualized basis taking the midpoint rating (i.e Meets Expectations). The PB shall vary in case the ratings change based on appraisal.
 - b. PB is paid on half yearly basis. (October & March of every year)
2. Flexible Benefit Plan shall be as per the FBP Policy
3. You shall be eligible for Gratuity and the contribution towards the Gratuity fund shall be borne by the company.
4. Group Medical Insurance shall be as per the Group Mediclaim Policy of the Company.

Ramdas Baliga
Managing Director

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