

Mr. Jitender Kumar Maurya,
Research Analyst

Compensation 2025-26

Dear Jitender Kumar Maurya,

As we look back on another remarkable year, it's truly inspiring to see how the IT industry has continued to transform the world around us. With innovations like generative AI shaping how we create and solve problems, quantum computing opening doors to possibilities we once thought unimaginable, and 5G technology connecting people and ideas faster than ever, the pace of change is exhilarating. Digital twins are revolutionizing how industries plan and operate, while the growing focus on sustainable technology reflects a shared commitment to building a greener, more responsible future. In the midst of these sweeping changes, TSIP has not only kept pace but forged ahead, proving time and again that resilience and creativity are the cornerstones of progress. From tackling complex challenges to celebrating groundbreaking achievements, this year has been a testament to the incredible collective efforts of our team. And as we set records, like achieving our all-time highest headcount of 1226, we recognize that it's the passion and dedication of our people that make these milestones possible.

Your unwavering commitment has been instrumental in TSIP's enduring success. Some of our recent notable achievements include: Completed ISO27001:2022 Re-Certification with zero NCs, TTEC WSBG TSIP-TTEC division got an Excellent Performance Award of TTEC Invention Challenge in FY24, ETRIA BX400/A-BRID project team, TSIP-BCS, received the TTEC President's Award, KIC XD8 Product FW CS completed, achieved China customer's tough performance improvement request and VMware/Windows Drive certification has been established, TEUR NECH Go-Live for NECH 4G achieved with objective of Initial Pallet validation and Early Life Support, 4K+ NECHs have been installed in the field, TDSC completed Motor Studio 4.0 for global customers, BMS/IBDC released SLAB12 DAN2 SW, TDSL successfully achieved Go-Live for CMSE GAIA upgrade & TSE OCI migration projects , R&D & HR completed 1st GIT AI training & received positive feedback from trainees; R&D Team released TSIP LLM Platform v1.1 & QA Chatbot service for TSIP QMS portal; Business process digitalization achieved for Finance, HR, Travel etc. These are just a few of the many accomplishments that we have achieved together over the last year.

Beyond technical achievements, TSIP has actively cultivated digital agility through initiatives like Ideathon in collaboration with various customers driving innovation within the organization. The successful execution of CSR activities promoted collaboration and social responsibility across divisions, further solidifying our role as a responsible corporate citizen. Extensive online & offline training programs have upskilled our members, including the Global IT Training Program in Project Management and Artificial Intelligence (Pilot batch) for global engineers.

Your collaborative spirit and relentless pursuit of excellence fuel our growth, while your steadfast commitment to our values ensures we stay true to our purpose of turning on the promise of a new day. We are truly grateful for your relentless hard work, commitment, and passion, which have been integral to our success. Your efforts are deeply valued and sincerely appreciated. As a token of our recognition for your exceptional contributions and for consistently delivering excellence, TSIP is pleased to revise your compensation for the financial year 2025-26 to **Rs. 4350000 /-** (Forty Three Lakh Fifty Thousand Only) effective from 01-Apr-2025. Please note that the terms regarding compensation mentioned in this letter override any previous communication, while all other employment terms remain unchanged. The compensation details have to be treated strictly confidential.

In today's rapidly evolving IT landscape, adaptability and resilience are the pillars of success. At TSIP, we recognize that our ability to thrive amidst constant change is deeply rooted in the innovative thinking and problem-solving capabilities of our members. Your ability to embrace challenges, anticipate industry shifts, and contribute transformative ideas has not only fortified our organization but has also positioned TSIP as a beacon of technological excellence. Together, we are shaping a future driven by agility, creativity, and innovation—traits that you exemplify every day. We deeply value your enthusiasm and are honored to count you as a vital part of Team TSIP.

Create together

Best Wishes!

Ramdas Baliga
Managing Director

"This is an electronically generated letter and hence does not require a signature".

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-2025)**

| Salary | PM (Rs) | PA (Rs) |
|------------------------------------|----------------|----------------|
| Basic - 40% of fixed Salary | 130500 | 1566000 |
| Provident Fund 12% of Basic Salary | 15660 | 187920 |
| Group Medical Insurance | 400 | 4800 |
| Flexible Benefit Plan | 179690 | 2156280 |
| Total Fixed Salary | 326250 | 3915000 |
| Performance Bonus (2025 -26) | | 435000 |
| Total Cost to Company | | 4350000 |

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***"This is an electronically generated letter and hence does not require a signature".***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