

April 1, 2021

Lokesh C  
J1022593  
Chennai

Dear Lokesh,

We have emerged stronger from the challenges of the year gone by, and the experience has enriched us in many ways as an organization and as individual professionals. You, along with 14,000+ colleagues, have contributed greatly towards our renewed reputation of integrity and reliability as a service provider. Today we count 70+ prominent logos in our client list, and that number is expected to see significant growth in the near future. We have successfully positioned ourselves as a powerful partner delivering value through innovation and excellence in business practices.

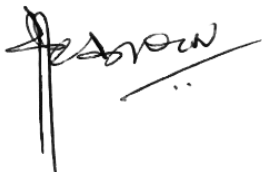
The people management ecosystem of Access Healthcare is designed to continuously empower you to perform your job effectively. The key elements are a distinct career progression matrix, effective learning and development programs and a well-balanced rewards & recognition framework. We hope these will enable strong growth in your career with us.

Your compensation has been revised from ₹ 7,29,996 to ₹ 8,17,596 with effect from **April 1, 2021** based on your performance rating of **Exceeds Expectation** for the year. Congratulations!

A break-up of your revised remuneration is enclosed. All other terms and conditions of your appointment remain the same.

We are proud to have you as a part of the Access Healthcare family and look forward to your continued support as we move forward together in our journey of success.

Warm Regards,  
For **Access Healthcare Services Pvt. Ltd.**,



**Jacob Jesuroon**  
Vice President – Human Resources

Employee ID : J1022593  
 Employee Name : Lokesh C  
 Effective date of revision : April 1, 2021  
 Location : Chennai  
 Designation : Senior Developer  
 Band : 1  
 Grade : 1C2  
 CTC Increase % : 12%  
 (Prorated as applicable)

Your Revised Compensation details are provided below:

| Salary Components    | Amount in Indian Rupees |          |
|----------------------|-------------------------|----------|
|                      | Monthly                 | Annually |
| Basic                | 27,253                  | 3,27,038 |
| DA                   |                         |          |
| House Rent Allowance | 13,627                  | 1,63,519 |
| Conveyance Allowance | 1,600                   | 19,200   |
| SDA                  | 2,725                   | 32,704   |
| Statutory Bonus      |                         |          |
| Special Allowance    | 17,550                  | 2,10,594 |
| Gross (A)            | 62,755                  | 7,53,056 |

| BENEFITS                  |       |        |
|---------------------------|-------|--------|
| Provident Fund (Employer) | 1,800 | 21,600 |
| ESIC                      |       |        |
| Gratuity                  | 1,308 | 15,698 |
| Retention Incentive       | 2,270 | 27,242 |
| Medical Reimbursement     |       |        |
| Total (B)                 | 5,378 | 64,540 |

|                       |        |          |
|-----------------------|--------|----------|
| Cost to Company (A+B) | 68,133 | 8,17,596 |
|-----------------------|--------|----------|