



## Annexure

**Roshan Gupta**  
96240  
Consultant  
Lighthouse  
Pune

**Table 1 - Total Rewards Statement including Employer Contribution to Provident Fund and Retirals**

Compensation Category	Current Compensation Annual (in INR) FY 2021-22	Revised Compensation w.e.f 1 April 2022 Annual (in INR) FY 2022-23
<b>a) Fixed Compensation along with Employer's Contribution</b>	<b>1,375,000</b>	<b>1,658,000</b>
i) Basic Salary	687,500	829,000
ii) Flexible Compensation	605,000	729,520
iii) Employer Contribution to Provident Fund	82,500	99,480
<b>b) Gratuity</b>	<b>33,052</b>	<b>39,855</b>
<b>c) Other Earnings</b>	<b>125,000</b>	<b>125,000</b>
Super Specialty Allowance <sup>^^^</sup>	125,000	125,000
<b>d) Target Performance Linked Variable Pay*</b>	<b>138,000</b>	<b>226,000</b>
<b>Target Cost to Firm (a+b+c+d)</b>	<b>1,671,052</b>	<b>2,048,855</b>
Maximum Variable Pay Earning Potential <sup>**</sup>	276,000	452,000
Maximum Potential Cost to Firm	1,809,052	2,274,855

<sup>^^^</sup>You will also be entitled to an annual allowance mentioned above provided you have completed one or more certifications listed therein and subject to the applicable terms and conditions listed under the Lighthouse Super Specialty Program.

### PERFORMANCE LINKED VARIABLE PAY

You will be part of the Performance Linked Variable Pay of the Firm. Under this plan, the bonus payable will be calculated on the basis of your Individual performance and the performance of the Business Unit and Firm during the fiscal year i.e. April through March. The terms of the Performance Linked Variable Pay Plan are subject to periodic re-evaluation and modification by the Firm.

\*Target Performance Variable Pay – Upon achieving the target performance, by Individual, Business Unit and Firm.

\*\*Maximum Potential Performance Variable Pay - You will have the opportunity to earn up to a maximum of 2 times your Target Performance Variable Pay upon exceptional performance of the Business Unit, Firm and you.

- Contribution to Provident Fund will be deducted as per applicable PF rules. Gratuity will be paid as per applicable rules and does not feature in the pay slip.
- Insurance premium is paid by the Firm and is over and above Total Compensation. Kindly refer to the 'Other Benefits' section for applicable coverage amounts.
- Please ensure that you structure your flexible compensation in HGS between 2 July 2022 to 15 July 2022.