



Dear member of Team Coforge,

As you all know FY 23 has been a milestone year for the firm. It is with great optimism and conviction that I look forward to an even better year as we trudge forward to our next leg of growth.

We have been certified for 2 years in a row by Great Place to Work-Certified™ | India's Best Workplaces™ in IT & IT- BPM 2022 | India's Best Workplaces™ for Women 2022, recognized for 2 years in a row.

It is a great testimony of our unrelenting focus on our people practices and employee engagement.

Now that the pandemic has been well and truly over, where possible, we should work with our managers at getting back to office in a systemic approach.

I take this opportunity to thank you again for your contribution to the growth of Coforge. Like you I remain a proud member of this team!

I wish you a long and fulfilling career at Coforge. Regards,



Sudhir Singh
CEO & Executive Director

Coforge Limited

Special Economic Zone, Plot No. TZ-2 & 2A, Sector - Tech Zone, Greater Noida (UP) - 201308, India.

Tel.: +91 120 4592 300, Fax: +91 120 4592 301 www.coforgetech.com

Registered Office: 8, Balaji Estate, Third Floor, Guru Ravi Das Marg, Kalkaji, New Delhi - 110 019, India.

Tel.: +91 11 41029 297, Fax: +91 11 2641 4900 CIN:

L72100DL1992PLC048753

Strictly Personal and Confidential

CorpHRO/Jan2024REVN/00092320/1
January 16, 2024

Mr. MANTHAN BHAGTANI
Santander
SEB, Gr.Noida SEZ 4, Coforge

Dear Mr. MANTHAN BHAGTANI,

This is to inform you that your compensation details effective January 01, 2024 remain unchanged.

You will continue to remain entitled to other company benefits as per applicable policies. All other terms and conditions of your employment agreement remain the same.

	Role	DEVELOPER		
	Designation	SOFTWARE ENGINEER		
	Benefit Plan	Q		
A.	<u>Monthly Salary (Rs.)</u>	Basic	:	13,195
		HRA/CLA	:	6,598
		Conveyance + LTA	:	8,181
		Flexibasket (SAP)	:	3,154
		Gross Monthly	:	31,128
B.	<u>Annual Benefits (Rs.)</u>	PF (as per Act)	:	21,600
		Mediclaime Premium	:	9,909
		Life Insurance Premium	:	3,481
		Annual Benefits Total	:	34,990
C.	<u>Variable Compensation (Rs.)</u>	(on achievement of 100% goals)	:	21,500
D.	<u>Annual Cost to Company (Rs.)</u>		:	4,30,026

Please reach out to your reporting manager or your HR business partner for any clarifications.

We value your contribution and look forward to your sustained effort towards achieving your personal goals as well as Coforge's growth. We wish you the very best and trust that you shall meet and exceed your goals.



Authorized Signatory

Notes:

1. The Flexi basket consists of conveyance, vehicle expenses reimbursement (VER) & mobile phone usage. The Flexi basket is a taxable allowance and will be paid on a monthly basis after deductions, if any. If self-owned car is used, expenses towards petrol and maintenance up to Rs. 1800/- p.m. (Rs 2400/- p.m. if CC is more than 1.6 litres), and reimbursement towards mobile phone usage charges up to Rs. 3000/- p.m. is exempt from tax as per current rules. The flexi basket consists of conveyance amount / transportation facility provided by the company for travel from home to office and back, if applicable.
2. Variable Compensation is based on Variable Compensation policy.
3. Mediclaime premium shown above is towards hospitalization coverage for self and dependent nominees.
4. Life Insurance premium is towards the Life Cover for self as per benefit plan and Life Cover policy. The revised benefit plan and related life insurance benefits will come into effect only with the next annual renewal of the Life Insurance policy.

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