

**Personal & Confidential**

18-Dec-2024

**Santosh Kumar Chhangulal Vishwakarma**  
**1014590**

Dear **Santosh Kumar Chhangulal**,

We are very pleased to inform you that you have been promoted to Technical Lead Software Development with effect from 01-Jan-2025.

Your revised compensation structure is attached in Annexure I.

All the other terms and conditions of your employment letter will remain the same.

Attached herewith is the note on the compensation philosophy of CRISIL. We request your strict adherence to the confidentiality stipulations mentioned therein.

We would like to thank you for your contribution and look forward to your continued support for the year ahead.

Yours sincerely,



**Pooja Mirchandani**  
**President - Human Resources**

Encl.: Annexure I

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Signature: *Santosh Kumar Chhangulal Vishwakarma*

Name: Santosh Kumar Chhangulal Vishwakarma

Date : \_\_\_\_\_

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**CRISIL Limited**

Corporate Identity Number: L67120MH1987PLC042363

Employee Initials \_\_\_\_\_

## Annexure I

Remuneration structure		
	<b>Name</b>	Santosh Kumar Chhangulal Vishwakarma
	<b>Designation</b>	Technical Lead Software Development
	<b>Level</b>	11A
	<b>Division</b>	GR&RS TR
	<b>Department</b>	TR-Analytics and Technology
	<b>Sub Department</b>	TR-Analytics and Technology
	<b>Location</b>	Mumbai Crisil House Mumbai- Maharashtra
Remuneration structure		
A	Particulars of Remuneration	Amount in INR
1.	Basic Salary (per month)	1,23,333
2.	House Rent Allowance (per month)	61,667
3.	Consolidated Allowance (per month)	79,418
4.	Transport Allowance (per month)	1,600
5.	<b>Total Salary (Per Month)</b>	<b>2,66,018</b>
6.	<b>Total Salary (Per Annum)</b>	<b>31,92,216</b>
B	Reimbursements (per annum)	
1.	Leave Travel Assistance	2,58,996
C	Retirement and other benefits	
1.	Employer's Contribution to Provident Fund	1,77,600
2.	Gratuity in accordance with the Payment of Gratuity Act, 1972	71,188
D	Total Annual Fixed Compensation (per annum) (A6+B+C)	37,00,000

Employer's Signature: Employee's Signature: 

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### CRISIL's Compensation Philosophy

CRISIL's compensation philosophy is aimed at promoting meritocracy and through sharp differentiation, rewarding high performance/potential.

We believe it is critical to sharply differentiate and adequately reward employees who consistently turn in superior performances and also exhibit high potential for future roles and responsibilities. Our compensation philosophy is underpinned by rigorous, objective and regular assessment of employee performance and competencies which ensures transparency of evaluation.

We offer competitive base salaries, a variable component (bonus) to applaud superior individual performance and an additional amount when your business group exceeds its business targets. Your compensation takes into consideration your role in the organization, your performance and the market value of your skill set.

As your compensation is customized based on the above factors and as CRISIL believes confidentiality of your compensation is in keeping with the highest ethical and professional standards, we expect you to avoid revealing or discussing your compensation with anyone within the organization. CRISIL will not discuss your compensation with anyone else unless specifically authorized. Any issues with respect to your compensation may be discussed with your Director / Senior Director and/or the Human Resources team.

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