

1st April, 2025

Emp #: 1500480

Name : Pareshkumar Nayak

Dear Pareshkumar,

Together we have made significant progress in integrating as One Mastek in this transformative journey.

Together, we have made remarkable strides in uniting as One Mastek throughout this transformative journey.

As another step to facilitate the One Mastek experience, we are introducing a standardized compensation structure aimed at bridging any gaps that may arise as individuals collaborate and transition between different entities within the Mastek Group.

Key aspects of the One Mastek Compensation Structure:

- **Tax benefit components (Flexi components):** This will be aligned with market standards to ensure competitiveness and unification across Mastek.
- **Enhanced components:** We have introduced components such as gratuity and medical insurance to the compensation structure, which were not previously included in some businesses.
- We have also consolidated and integrated our policies to ensure that every member of the Mastek family benefits from our best practices.

We are pleased to share that effective from **1st April, 2025**, your compensation will be **INR 1,516,223** per annum. Please find the detailed breakdown of your revised compensation in the enclosed annexure.

Please do take a moment to review your respective compensation structure letter and reach out to your respective People Partners If you have any questions or concerns regarding the same.

Thank you once again for your support in this journey.

Warm Regards,

FOR MASTEK ENTERPRISE SOLUTIONS PRIVATE LIMITED

Vinay Suvarna

Sr Vice President - Total Rewards & HR Shared Services

**Note: This is a system generated letter and hence no signature is required.*

MASTEK ENTERPRISE SOLUTIONS PRIVATE LIMITED	
Registered Address	CIN: U51505GJ1999PTC112745
804/805, President House, Opp. C. N. Vidyalaya, Near	Tel: +91-79-2656-4337 Email: info@mastek.com
Ambawadi Circle, Ahmedabad - 380 006	Web: www.mastek.com

"Mastek", "MST", "Evosys", "Evolutionary Systems", "Trans American Information Systems", "Digility" and "Indigo Blue" marks are owned by and/ or registered in the name Mastek Limited and/ or its group companies/affiliates.

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ANNEXURE
All figures in INR

Components	Revised Salary (1 st April, 2025)
Basic Salary	734,448
Flexi Pay	646,320
Gross Salary	1,380,768
Employer Provident Fund	88,128
Gratuity * ²	35,327
Insurance * ³	12,000
Total Fixed Pay (TFP)	1,516,223
Cost to Company(CTC)	1,516,223
Total Cost to company(TCTC)	1,516,223

* The detailed explanation of the above salary components are shown overleaf.

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Flexi Summary

Revised Salary
(1st April, 2025)

House Rent Allowance	367,224
Food meal Voucher	26,400
National Pension Scheme *1	73,440
Child Allowance	2,400
Leave Travel Allowance	122,408
Special allowance	54,448
Total Flexi amt	646,320

Note: Difference will be considered as special allowance which will be taxable

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EXPLANATION - SALARY COMPONENTS

Cost to Company represents all components of compensation including basic, allowances, reimbursements, benefits and incentives.

Computation of the following components of salary has been made based on specific assumptions and current estimates as detailed below.

* 1	NPS Ad-hoc Allowance	Employees have an option of contributing to NPS (National Pension System). In case if you choose to avail NPS option, this component will be utilised to contribute to your NPS account. If the NPS option is not availed, this amount will be paid through monthly payroll.
* 2	Gratuity	Employees are entitled for payment of Gratuity on their separation, subject to completion of 5 years of continuous service in the Company, at the rate of 15 days of their Basic Pay for every year of completed service, as per the Payment of Gratuity Act 1972.
* 3	Insurance	Represents the medical insurance premium per employee for coverage in the Group Mediclaim Policy, Group Accident Policy and Employee Deposit Linked Insurance (Life Insurance Cover) schemes.

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