

YOUR TOTAL REWARD STATEMENT EFFECTIVE 1ST JULY 2025

IT'S ALL ABOUT YOU

Dear colleague,

Congratulations, and heartfelt gratitude for your contribution to VOIS and our stakeholders in FY 2024-25!

The past year has been significant for VOIS as we became a commercial entity and clocked several milestones. We implemented phase 1 of our new pricing model, migrated the first phase of colleagues to VSOL as well as initiated Discovery Days for colleagues in VOIS locations, which have expanded to new sites.

We signed new Master Service Agreements with all customers and in August, we received approval from the Competition Commission India for our partnership with Accenture.

With immense pride we launched the 'one VOIS' brand with a global live stream. This past year, we showcased our ability to reinvent Shared Operations for Telco.

I look forward to exploring the opportunities we will discover as we continue to evolve in our transition. I hope you have a fabulous FY 2025-26!

Tejas Gokhale

Head of HR (VOIS India)

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Total Target Cash (TTC) Structure Effective Date – 1 July 2025		
Name - Sumit Sudam Nikam		Employee Id - 26152570
Designation - Assistant Manager		
	INR (per month)	INR (per annum)
Component (A)		
Basic Salary	37,259	447,108
House Rent Allowance (HRA)	18,629	223,554
Leave Travel Allowance (LTA)	3,500	42,000
Flexible Allowance ¹	37,525	450,305
Component (B) - Retirals ²		
Provident Fund (Company Contribution)	4,471	53,653
Total Fixed Pay (A+B)	101,385	1,216,620
Component (C) - Target Incentive ³		
Target Incentive is @ 5% of Fixed Pay	5,069	60,831
Total Target Cash ⁴ (Fixed Pay + Incentive)	106,454	1,277,451
House Rent Allowance (HRA) – 50% of Basic salary.		
Leave Travel Allowance (LTA) – As per slab. You can plan your privilege leave and choose to avail Tax exemption for Domestic Travel with family, wherein, ‘family’ includes your spouse, children and wholly or mainly dependent parents, brothers and sisters.		
Flexible Allowance Components		
Component	Guideline for Contribution	
National Pension Scheme	Upto 10% of Basic Salary	
Meal Reimbursement (Per Annum)	4 Options - Zero; 12,000; 19,200; 26,400	
Management Allowance	Balancing Factor	
Car Lease Allowance (Applicable as per Band)	As per band entitlement	
1. Flexible Allowance is a basket of allowances which allows an employee to optimise taxable income by opting for above allowance(s) as per guidelines.		
2. Retirals includes Provident Fund at statutory rates which is company contribution, an equivalent amount is deducted as employee contribution towards Provident Fund.		
3. Target Incentive is inclusive of the interim bonus as payable under the statute. Incentive Pay-out will be subject to the incentive plan and framework applicable to your role.		
4. Total Target Cash: In Vodafone Group terminology, Total Target Cash (TTC) is used to refer to ‘Annual CTC’. This is the total cash including Fixed Pay and Target Incentive. Fixed pay includes Retiral Benefit.		
5. The contribution for each flexible component is subject to change as per Policy Guidelines.		
Gratuity: Pay-out as per applicable statute. This is in addition to the mentioned Annual TTC and does not form part of the monthly fixed payment.		
Taxation:		
All payments are subject to taxation as per the Income Tax Rules. The Company will ensure compliance to the tax rules and apply any amendments to the Income Tax rules when processing the payroll of the employees. The applicable tax as per Income tax rules will also apply to the Joining bonus and notice period reimbursement (if any).		

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TOTAL REWARD STATEMENT

Total reward elements	Summary	Value in INR
A. Total target cash		
1. Annual Fixed	Pay & allowances as mentioned in Annexure	1,216,620
2. Incentive	Short-term Incentive as mentioned in TTC Structure	60,831
B. Long term Benefits		
1. Gratuity	Gratuity provision as per applicable statute	21,506
C. Total monetized benefits		
1. Life and Accident insurance	Premium toward life and accident insurance cover	1,947
2. Hospitalization Insurance	Premium toward hospitalization insurance cover	7,682
3. Mobile & Connectivity benefits	Value of Handset Allowance, Official Mobile Plan, Broadband Allowance	19,888
TOTAL PAYOUT A+B+C		1,328,474

Payout will be subject to the incentive plan and framework applicable to your role

- Your Total Target Cash is your cash compensation and includes your fixed pay (including allowances) in addition to your Incentive.
- Monetised value of current benefits available to you as per current company policy. Please note this is a notional amount and does not signify any guaranteed commitment from the Company.
- Gratuity Pay-out is as per applicable statute. This is in addition to the mentioned Annual TTC and does not form part of the fixed payment.
- Amounts are subject to change as per the Policy & Guidelines changes.

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