



FREECHARGE PAYMENT TECHNOLOGIES PRIVATE LIMITED

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care@freecharge.com
www.freecharge.com

Ref No. – PMS/2021-22/0113

April 29, 2022

To,

Emp Id : 19056
Name : Touheed
Grade : A3
Title : Software Development Engineer in Test
Business Segment : Technology

Subject: Performance Appraisal FY22

Dear Touheed,

Congratulations, you are now Lead Software Development Engineer In Test at grade, A4.

Last year was an exciting year for us as we kickstarted it with a mission to become the preferred digital financial services platform. We had several interesting launches over the year, and we also translated our ambitions into 10x targets and identified C.O.E (Customer obsession, Ownership & Execution) as our core themes to help us achieve these. We ended the year on a high note by getting recognized as a Great Place to Work – Certified™ organization. All this would not have been possible without the support and hard work of our FCians.

In line with your performance for the review period Apr'21 – Mar'22, we are glad to inform you that your annual remuneration has been revised, with effect from April 1, 2022.

- The details of your compensation increase are enlisted in Annexure A of this letter
- For grades A1 to A6, the notice period applicable on separation shall now be Sixty (60) days, as per the company's separation policy.
- Unless specified, other terms and conditions of your employment remain the same. Matters of Performance and Rewards are to remain confidential between you and the company and must not be disclosed to others.

Best wishes,
For Freecharge Payment Technologies Pvt. Ltd.,

Mayank Kapoor
Head – Human Resources

Note: This is a computer-generated letter and does not require a signature/acknowledgement.

Principal Office: DLF Cyber Greens, 11th Floor, Tower - C, DLF Cyber City, DLF Phase III, Gurugram, Haryana - 122002, India.

Registered Office: 2nd Floor, Plot No 25, Pusa Road, New Delhi -110005

Tel : +91 011-43556400, **CIN:** U74140DL2015PTC275419 (Subsidiary of Axis Bank Limited)

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Annexure

Emp Id	: 19056	Emp Name	: Touheed
Title	: Lead Software Development Engineer In Test	Grade	: A4
Business Segment	: Technology	Effective Date	: April 1, 2022

Components	Amount
Basic	306520
House Rent Allowance	153260
Leave Travel Allowance	42000
Mobile Handset Allowance	40000
Special Allowance	349570
Reimbursements	
Telephone	18000
Meal	36000
Fuel & vehicle Maintenance	28800
Chauffer Salary	10800
Gross Compensation	984950
Provident Fund (Employer's contribution)	36782
Total Fixed Compensation	1021732
Gratuity	14737
Total Cost to Company	1036469

All values mentioned are in INR

- This letter supersedes all previous terms of compensation
- Freecharge Payment Technologies Pvt. Ltd. has the absolute right, in its sole discretion, to interpret or amend any of the components of your compensation

For Freecharge Payment Technologies Pvt. Ltd.,

Mayank Kapoor
Head – Human Resources

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