

## CONFIDENTIAL

Date: 15-OCT-2025  
Emp No. 125477

Dear **Tushar Shirol**,

Hope you are doing well, and you and your dear ones continue to remain healthy and safe.

In line with our continued commitment to your growth, and upon review of your performance, we are pleased to announce the following:

Your total compensation stands revised to **INR- 22,17,186** per annum, effective from **01-OCT-2025**.

COMPONENT	Revised Compensation (p.m.)	Revised Compensation (p.a.)
Basic	73,906	8,86,874
House Rent Allowance	29,562	3,54,750
Special Allowance	68,873	8,26,478
<b>Monthly Gross</b>	<b>1,72,342</b>	<b>20,68,102</b>
<b>Retiral Benefits</b>		
Company's Contribution to PF	8,869	1,06,425
Company's Contribution to Gratuity (@4.81% of Basic)	3,555	42,659
<b>Total Gross</b>	<b>1,84,766</b>	<b>22,17,186</b>

Note:

- Please refer the Bonus Pay Policy on our intranet for further details (If applicable).
- Income tax, ESI and other statutory deductions will be applicable as per prevailing regulatory norms
- Flexible benefits will be considered as per the payroll portal

All other terms and conditions of your employment with Brillio remain the same as per our earlier communication. Please note that your compensation structure is personal to you, and you are requested to keep it confidential.

Sincerely,

Rajesh Patro  
Managing Director, HR