

•EST 2017•

Date: 18-04-2025

Employee Name: Amey Sharma

Employee ID: 7423

Designation: Technical Consultant

Subject: Salary increment for FY2025-26

Dear Amey Sharma,

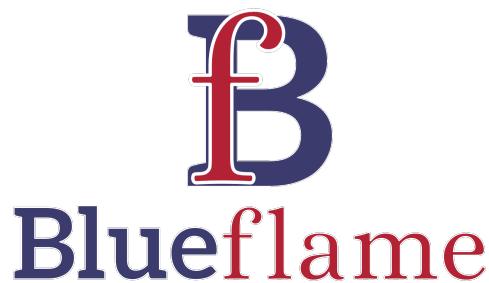
We are pleased to inform you that your revised annual cost to company (CTC) has been set at **INR 9,00,000.00 (INR Nine Lakh Rupees)** effective from 1st April 2025. The compensation includes variable pay.

This reflects our recognition of your performance and dedication. Your hard work has been instrumental in our achievements, and we anticipate your continued commitment to driving organisational success with even greater zeal and enthusiasm.

For Blueflame Labs Pvt. Ltd.



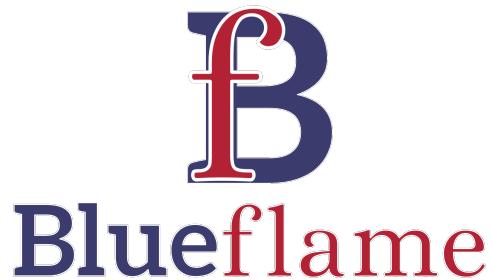
Anuja Upadhyay
Director HR & Operations



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Annexure I

EARNINGS (PART - A)	MONTHLY (INR)	YEARLY (INR)
Basic + DA	27,000.00	3,24,000.00
HRA	13,500.00	1,62,000.00
Special Allowance	21,876.00	2,62,516.00
Travel Reimbursement (LTA)	2,025.00	24,300.00
SUB-TOTAL (A)	64,401.00	7,72,816.00
BENEFITS AND CONTRIBUTIONS (PART - B)		
PF - Employer	1,800.00	21,600.00
Employee Gratuity contribution	1,299.00	15,584.00
SUB-TOTAL (B)	3,099.00	37,184.00
TOTAL SALARY (A + B)	67,500.00	8,10,000.00
BONUSES (PART - C)		AMOUNT
Variable CTC		90,000.00
SUB-TOTAL (C)		90,000.00
TOTAL (A + B + C)		9,00,000.00



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Annexure II

KRA:

Please refer to your variable pay linked KRA's in HRMS Goals along with the subgoals and sectional weightages.

Terms & Conditions:

- 1) The other terms and conditions of your appointment shall remain unchanged.
- 2) Please sign this letter as a token acceptance of the same.
- 3) Please be advised that the details of your compensation remain strictly confidential between yourself and the company.
- 4) Any breach of this confidentiality will result in disciplinary measures being taken by the Company.
- 5) Variable CTC will be computed and paid out in April of the subsequent year provided the employee is on payroll as of then.
- 6) The individual resigning prior to that date would make the person ineligible for the payout.
- 7) The KRA factors are set and communicated on an annual basis.

As part of our pledge to Go Green, we are going paperless. This appraisal is deemed accepted by you. We look forward to your valuable contribution and wish you all the very best for a rewarding career with the organization.

For Blueflame Labs Pvt. Ltd.


A handwritten signature in blue ink, appearing to read "Anuja Upadhyay". To its right is a circular blue ink stamp with the text "BLUEFLAME LABS PVT. LTD." around the perimeter and "APRIL 2017" in the center.

Anuja Upadhyay
Director HR & Operations

Blue Flame Labs Pvt Ltd
CIN: U74999PN2017PTC169902

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