

June 22, 2023

Name : S Anil Kumar
EMP ID : 837613
Band : U3

Subject: Annual Increment 2023

Dear S,

THANK YOU for your continued hard work, passion and commitment that have helped us Rise amidst the uncertainties and disruptions that were part of 2022.

Your support and contribution helped our business get a step closer to becoming one of the most loved BPS organizations in the world. Your efforts have made BPS one of the fastest-growing units in Tech Mahindra and one of the most loved places to work with the highest-ever MCARES score in our history!

Our confidence to achieve our business goals and targets is fuelled by your bring-it-on attitude and unwavering resilience in the face of all odds. Your success at work is a reflection of the amazing support you receive at home. We would like to express our gratitude to all those at home who encourage and support you to give your best at work.

In recognition of your contribution and performance for the Period January 2022 to December 2022, we are happy to inform you that your Total Cost to Company (TCTC) has been revised to **INR 1463952** per annum with effect from **April 01, 2023**.

As we move ahead on our relentless pursuit to achieve our goal of reaching 1 billion USD in revenues for BPS, we are very proud and privileged to have you as a part of our team on this journey.

Keep up the good work and best of luck!

With Best wishes,



Birendra Sen
Business Head –
Tech Mahindra Business Process Services



Mukul Sah
Group Head – Human Resources

"Annexure 1"

Salary and Benefits structure effective "April 01, 2023"

Name : S Anil Kumar
EMP ID : 837613
Band : U3

Components of Total Compensation (TC)	Current (Rs. Per Annum)	Revised (Rs. Per Annum)
Basic Pay	432126	451764
House Rent Allowance	302488	316235
Conveyance Allowance	0	0
Provident Fund (12% of Basic Pay)	51855	54212
ESIC	0	0
Bonus/Statutory Bonus ¹	24000	24000
SPC A	0	0
Personal Pay	0	0
Total Flexi Benefits ²	424176	444543
Total Fixed Pay (TFP)	1234645	1290754
Total Variable Pay (TVP)³	137183	143417
Total Compensation (TC)	1371828	1434171
Loyalty Bonus	0	0
Annual Loyalty Bonus	0	0
Gratuity ⁴	20785	21730
Insurance Premium (towards GTLI, Hospitalization & GPAI) ⁵	7387	8051
Total Cost to Company (TCC)	1400000	1463952

¹Bonus / Statutory Bonus, if applicable, shall be paid in 12 equal monthly installments in advance along with your regular salary

²Under the 'Flexible Benefits Plan', you are eligible to choose a combination of the Components as per the *Flexible Benefit pay Policy*, subject to the individual maximum limits as mentioned against each of them, balance if any shall be paid as taxable amount under Additional Personal Pay

³Maximum amount based on 100% performance; however, the actual payout shall be governed as per the applicable Variable Pay policy of BPS.

⁴As per Payment of Gratuity Act

⁵ Existing Group Term Life Insurance cover providing Life Insurance Coverage, and the Medical Insurance scheme providing hospitalization coverage in terms of a floating cover

⁶ Loyalty Bonus & Additional Loyalty Bonus (if applicable) would be payable as per pre-defined schedule/C&B guidelines

With Best wishes,



Birendra Sen
Business Head –
Tech Mahindra Business Process Services



Mukul Sah
Group Head – Human Resources