



TCS Confidential
Ref: TCS/2023-24/CC-C3A/2140852

April 17, 2023

Ms. Payal Dasgupta Dam
Kolkata

Dear Payal Dasgupta Dam,

I would like to take this opportunity to thank you for your hard work and commitment in delivering sustained growth over the past year. In the coming days, it is important that we come together at the workplace and benefit by learning from each other, know our TCS and work to build a career, whilst staying relevant to our customers. I sincerely look forward to your participation in our journey towards creating greater futures together through innovation and collective knowledge.

I am pleased to share with you the revised Annual Compensation, effective April 01, 2023. Your India Annual Compensation is **Rs. 19,61,563/-**. The details of your compensation and related benefits are enclosed in the Annexure to this letter.

Please note, that the above details are specific to India and are subject to change in case of long-term deputation on international assignments, if any.

I encourage you to speak to your Manager / Business Unit Head or your HR Business Partner in case you need any clarification or discussion.

I look forward to your continued support and commitment in our journey together.

Warm Regards,

Milind Lakkad
Chief Human Resources Officer

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

TCS House Raveline Street Fort Mumbai 400 001 Maharashtra India
Tel 91 22 6778 9999 Fax 91 22 6778 9000 website www.tcs.com
Registered Office Nirmal Building 9th Floor Nariman Point Mumbai 400 021



ANNEXURE

The details of your India compensation and benefits are given below. The CTC and its components are subject to review and change, based on the prevailing regulatory framework. Taxation will be governed by the Income Tax rules and the Company will be deducting tax at source as applicable.

COMPONENT CATEGORY	ANNUAL
BASIC SALARY	3,40,800
BOUQUET OF BENEFITS*	10,91,180
CITY ALLOWANCE#	32,400
RETENTION INCENTIVE~	80,000
RETIRALS	
Provident Fund	40,896
Gratuity	16,392
PERFORMANCE PAY**	
Monthly Performance Pay\$\$	1,41,600
Performance Bonus***	1,96,800
TOTAL SALARY	19,40,068
INSURANCE	
Health Insurance@	21,495
CTC	19,61,563
Afterlife Benefit\$	7,532

* Bouquet of Benefits includes Personal Allowance which is not grade linked and does not accrue automatically. Personal allowance is subject to review and may change or be adjusted against other emoluments at a later date. Refer to Table 2 for TCS Defined Structure.

* Bouquet of Benefits includes Communication Allowance which can be used to pay only Voice and Internet Data related expenses in your name. This allowance is subject to review.

City Allowance is specific to India and is linked to base location. It will be discontinued while on international assignment. This allowance is subject to review.

~ Retention Incentive amount will be payable annually and paid on completion of each year from introduction of this incentive. This amount will be reviewed annually and the organization reserves its right to change or discontinue the same.

** Performance Pay is in lieu of statutory profit bonus.

\$\$ Monthly Performance Pay is based on your individual performance.

*** Performance Bonus is based on your individual, Unit and Company performance and other organizational imperatives as communicated from time to time. It will be paid quarterly and is subject to being active on the company rolls on the date of announcement.

@ Premium for Health Insurance Scheme for self and dependants borne by TCS.

\$ Cost for the Afterlife Benefit is borne by TCS. The sum payable to nominee(s) is six times the annual compensation (CTC) with a minimum payout of Rs. 23 Lakhs. For details, please refer to the policy on Afterlife Benefit on Knowmax.

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Table 2: TCS defined structure for Bouquet of Benefits

COMPONENT CATEGORY	ANNUAL
House Rent Allowance	2,38,560
Leave Travel Allowance	28,400
Food Card Allowance	30,000
Communication Allowance	4,920
Vehicle Maintenance Allowance	18,000
Personal Allowance	7,71,300
BOUQUET OF BENEFITS	10,91,180

To design your Bouquet of Benefits, access the Link to BoB in the Global Employee Self Service Link in Ultimatix.