



TCS Confidential
Ref: TCS/2021-22/CC-C3A/921707

May 26, 2021

Mr. Dibakar Dawn
Kolkata

Dear Dibakar Dawn,

The COVID-19 pandemic has brought difficult personal situations for many of us. The health and safety of each one of you across the globe continues to be our key focus. Do maintain all the safety protocols advised, keep yourself updated on all the benefits and support offered by TCS and most importantly, vaccinate yourself and eligible family members. Please maintain COVID appropriate behaviour to protect your self and your family.

I take this opportunity to thank you for your commitment and resilience during these challenging times to keep our customer's business running and growing. As we step into the next era, 'Building on Belief' will enable us to transform all our futures with greater purpose, through innovation and collective knowledge. I urge you to keep your profile data accurate & up-to-date and actively participate in strategic talent development programs like Elevate to accelerate your self-transformation, career and rewards.

I am pleased to share with you the revised Annual Compensation, effective April 01, 2021. Your India Annual Compensation is **Rs. 10,87,532/-**. 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 commitment in the journey ahead.

I wish you and your family good health. Stay safe and Stay vigilant.

Warm Regards,

Milind Lakkad
Chief Human Resources Officer

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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	2,80,800
BOUQUET OF BENEFITS*	5,30,520
CITY ALLOWANCE#	32,400
RETIRALS	
Provident Fund	33,696
Gratuity	13,506
PERFORMANCE PAY**	
Monthly Performance Pay	79,200
Performance Bonus***	1,09,200
TOTAL SALARY	10,79,322
INSURANCE	
Health Insurance@	8,210
CTC	10,87,532
Afterlife Benefit\$	4,176

* 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.

Specific to India and is linked to base location. Will be discontinued while on international assignment. Allowance is subject to review.

** In lieu of statutory profit bonus, based on the performance of the company, unit, employee and allocation.

*** Performance Bonus 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.



Table 2: TCS defined structure for Bouquet of Benefits

COMPONENT CATEGORY	ANNUAL
House Rent Allowance	1,96,560
Leave Travel Allowance	23,400
Food Card	30,000
Vehicle Maintenance Allowance	18,000
Personal Allowance	2,62,560
BOUQUET OF BENEFITS	5,30,520

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