



Annexure

Comp ID: 798

1-Apr-2025

	Compensation Structure:		Harsh Narwariya	
Below salary structure is applicable from 1st Apr'25 to 31st Mar'26				
#	Particulars		Monthly Amount in INR	Annualized Amt in INR
1	Part A - Gross Salary			
1.1	Basic		27,738	332,856
1.2	House Rent Allowance		13,869	166,428
1.3	Other Allowance		4,623	55,476
	Total Salary		46,230	554,760
2	Part B - Employer's Contribution / Benefits			
2.1	Employer's contribution to PF		1,950	23,400
2.2	Gratuity		1,334	16,010
2.3	Health Insurance Premium (Approx)		532	6,378
	Total Benefits		3,816	45,788
	Cost to Company (A+B)		50,046	600,548

- (a) Mobile phone use and mobile Internet allowance of up to Rs. 500 per month and Home High-Speed Internet allowance of up to Rs. 1,000 per month, all included in your fixed mentioned above.
- (b) BYOD reimbursement Rs. 800 per month as per company norms.
- (c) Any additional expenses paid by the organization during the year will be adjusted from your payable year-end bonus.
- (d) Income Tax will be deducted at source wherever applicable as per Income Tax rules.
- (e) Gross monthly is subject to all the applicable statutory deductions.
- (f) Any gratuity payment will be made in accordance with the payment of Gratuity Act, 1972 to employees who are eligible for payment under the provisions of the said Act.
- (g) Health Insurance is a benefit provided by the Company, which is made applicable for enrollment at the time of annual renewal of the Insurance Policy.
- (h) Salary & related information is strictly confidential. It should not be shared with anyone other than your reporting manager.

Note - Each compensation head is governed by its respective rules and regulations / Policies of the company. Compensation benefits can be altered or changed timely as per the Company Policies, and will have to be adhered to on an ongoing basis.

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Harsh Narwariya