

October 31, 2023

Dear **Anandhakumar Radhakrishnan,**

We are pleased to inform you that your Compensation and Benefits Program is being revised with effect from **October 01, 2023**. The revised program is appended as per the annexure.

Kindly accept our congratulations on this well deserved recognition of your contribution and commitment to the progress of our organization. Thank you for your contributions in the year gone by. We have ambitious plans for this year and we look forward to your efforts in helping us achieve and exceed our plans.

This letter supersedes and renders void any other letter(s) with your compensation details, issued by the company.

All other terms and conditions of your service remain unchanged. Please note that your compensation structure is personal to you and you are requested not to share details of the same with others.

We look forward to a long and mutually rewarding relationship with you.

Yours Sincerely,

For Speridian Technologies Pvt. Ltd.,

A handwritten signature in blue ink, appearing to read 'Vivek S Nair', with a long, sweeping underline.

Vivek S Nair
Director – Human Resources

**Annexure - A
Compensation & Benefits**

Name : Anandhakumar Radhakrishnan	Designation : Associate
Band : 5B	Date of Joining : 01-Sep-2022

Salary Composition	Monthly	Annually
Basic	₹ 18,000	₹ 216,000
Special Allowance*	₹ 9,417	₹ 113,006
Gratuity	₹ 866	₹ 10,390
S & E/ LWF	₹ 50	₹ 600
Total Fixed Salary	₹ 28,333	₹ 339,996
Cost to the Company	₹ 339,996	

- **Flexi Benefits Plan** – Please design your Flexi Benefit Plan by logging in the flexi benefits portal towards your tax savings with Food Coupons (Happay Card) which would be adjusted against your Special Allowance Component. LTA is capped at 1 month of your SPL allowance after adjusting your flexi comp
- **Mediclaime Insurance** – You are covered under the group Mediclaime Policy for self @ 50%. You can cover your dependents also under the scheme on payment of additional premium
- **Gratuity** - Gratuity would be paid, as per the payment of Gratuity Act, 1972
- **Group Life Insurance** - You will be covered under the Group Life Insurance Scheme, managed by LIC which provides you with a total Life Insurance cover of ₹ 20,00,000/-
- **Statutory deductions** (Employer & the employee cost) KSE, LWF, ESIC, PF, and Taxes such as PT, IT as applicable

For Speridian Technologies Pvt. Ltd.,



Vivek S Nair
Director – Human Resources