



TCS Confidential
Ref: TCS/2024-2025/CC-C3B/1070966

June 12, 2024

Mr Honey Bansal
Toronto, Ontario, M5X 1B1

Dear Honey Bansal,

This is to inform you about revision to your Gross Consolidated Salary effective April 01, 2024.

While on long-term deputation to Canada, your India salary is processed in India (as per TCS' India salary structure) and remitted to your designated bank account in Canada in Canadian Dollars. This payment is made at the prevailing exchange rate and post deductions required by law (including applicable Canada withholding taxes and social security) or otherwise voluntarily authorized by you.

The details of your revised compensation are provided in the annexure. Kindly note that the aforementioned is applicable while you are on long term deputation to Canada in Toronto, Ontario, M5X 1B1 and is subject to change in case of a further change in your location, grade or India salary.

I look forward to your continued commitment and a fulfilling career with TCS in the years to come.

Warm regards and best wishes,

Preethy Unnikrishnan
Head – Human Resources, TCS Canada

Note: Signature on the document is in the nature of electronic signature of authorized representative of Tata Consultancy Services Canada Inc., which signature is deemed to be an original thereof.

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TATA CONSULTANCY SERVICES

Tata Consultancy Services Canada Inc.
400 University Avenue 25th Floor, Toronto, Ontario, M5G 1S5
Tel 647-790-7200 Fax: 647-790-7201 www.tcs.com



Summary of your personalized compensation and benefits for fiscal year 2024-25 are given below. The Total Rewards statement is based on records available with us as on April 1, 2024 and company cost is annualized in CAD. TCS reserves the right to change Benefit plan design and associated employer cost.

ANNEXURE

Employee Name	Mr Honey Bansal
Employee Number	1070966
Grade	C3B
Employee work location	Toronto, Ontario, M5X 1B1

Minimum Consolidated Salary Annual in CAD	104,800
Minimum Living Allowance Annual in CAD	58,000

Consolidated Salary in Canada	Annual Company Cost (CAD)
Canadian Pay/Other Allowances	70,608
Gross India Salary in CAD	34,192
Gross Consolidated Salary in Canada	104,800
Worker's Compensation ^{4/5}	105
Health Tax (EHT/HET/HSF) ^{4/5}	2,044
Extended Health, Dental & Employee and Family Assistance Program (Employee + Family) ^{4/5}	2,424
Employment Insurance (EI) ^{4/5}	1,469
Total Employer Provided Benefits	6,042
Total Estimated Cost to Company	110,842

Please see break up of your India Salary.

India Salary Details	
Gross India Salary ²	Annualized in INR
Basic Salary	354,000
Performance Pay ³	483,600
Bouquet of Benefits	1,258,624
Gross India Salary in INR	2,096,224

Exchange Rate CAD to INR	61.3068
Effective date of exchange rate	April 01, 2024



Paid Time Off ⁶	
Vacation Days	15 days
Sick Days	5 days

1. All Salary components are Taxable. Total Salary is extrapolated for the year based on current exchange rate and India salary. The amount mentioned here is for representational purpose & actual pay out may vary with fluctuation in currency exchange rate, taxes, deduction etc.

2. The Gross India Salary specified does not include Provident Fund, HIS, Gratuity & Superannuation (if applicable and if it is being availed as a retiral contribution).

3. Performance Pay includes performance bonus and will be paid on a monthly basis.

4. **Insurance:** To take care of you and your dependents, TCS offers the following Insurance benefits
- Extended Health, Dental & Employee and Family Assistance Program

5. **Statutory Benefits:** CPP/QPP, EI, QPIP, Health Tax, Workers Compensation & CNT values are calculated as per CRA/Provincial limit for the year 2023 and it may vary based on your income and the province of employment.

6. **Paid Time Off:** TCS recognizes the value of taking time away from the work environment. Vacation and sick days are earned and accumulated on a prorated monthly basis. The value of Paid time off is included in Gross Consolidated Salary.

TCS reserves the right and has the express authority to modify income levels.