



March 15, 2023

Inturi Thirumalesh

ASP02134

Dear Inturi,

We congratulate you for your hard work, enthusiasm, dedication, and continuous effort in meeting Softtek's objective.

In recognition of your efforts we are pleased to revise your compensation to **INR 500,258.00** per annum (**Rupees Five Lakhs Two Hundred and Fifty Eight only**) effective **March 1, 2023**. Please refer to the annexure for details on your revised salary structure.

Please note that all other terms and conditions of your employment will remain unchanged.

We look forward to keep up your performance in the years to come and grow with the Company.

Sincerely,

For **Softtek India Pvt Ltd**

A handwritten signature in blue ink, appearing to read "Krishnan Narendran", with a stylized flourish at the end.

Krishnan Narendran

Country Head

Details of Annual Compensation effective March 1, 2023

Inturi Thirumalesh

ASP02134

Fixed Components

Component	Per Annum (INR)	Per Month (INR)
Basic	133500.00	11125.00
House Rent Allowance	66750.00	5563.00
Employer PF	21600.00	1800.00
Gratuity Employer	6418.00	535.00
Contribution Towards Group Insurance	18000.00	1500.00
Fixed Total	246268.00	20523.00

Flexible(Including FBP Components)

Component	Per Annum (INR)	Per Month (INR)
Meal Voucher	9240.00	770.00
Conveyance Allowances	19200.00	1600.00
Medical Allowances	15000.00	1250.00
Telephone Allowances	6000.00	500.00
Books and Periodical Allowances	6000.00	500.00
Leave Travel Allowances	15000.00	1250.00
Special Allowances	183550.00	15296.00
Flexible Total	253990.00	21166.00
CTC (Fixed+Flexible)	500258.00	41688.00

Others:

1. Life Insurance will be applicable as per the prevailing company policy
2. Medical Insurance for self and dependents will be as per the prevailing company policy
3. The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

For **Softtek India Pvt Ltd**



Krishnan Narendran

Country Head