



1 July, 2025

Private & Confidential

Ranbir Singh

EID: 113176

Dear Ranbir Singh,
Congratulations!!!

You have been a valuable member of SLK, and we truly value this association.

We appreciate and thank you for your contribution during the last year and are happy to inform that in recognition of your contribution, your compensation has been revised with effect from **1 July, 2025**. The details are given in the Annexure.

We are on a growth journey to drive our future course. We encourage you to take on the various opportunities this journey offers to further enhance your career at SLK. We believe that you will continue to learn, innovate, and win at SLK and contribute to taking our organization to greater heights of success.

Wishing you a great success ahead!

Warm Regards,

A handwritten signature in black ink, appearing to read "Dharendra Nath".

Dhirendra Nath
Group Chief People Officer



Annexure

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Name : Ranbir Singh (Emp ID: 113176)

Grade : P1 (Designation: Engineer - Software)

Revised Annual Compensation Package with effective from 1 July, 2025.

Components	Current CTC (INR)	Revised CTC (INR)	Increase Amount (INR)
A. Components			
Basic + VDA	190,768	194,777	
House Rent Allowance	76,307	77,911	
Statutory Bonus	36,000	36,000	
Adhoc Allowance (Incl FBP)*	135,776	121,165	
Total (A)	438,851	429,853	
B. Retirals and Benefits			
Company contribution to Provident Fund	22,892	23,373	
Company contribution to Gratuity Fund	9,176	9,370	
Fixed Salary (A+B)	470,919	462,596	
C. Variable Pay*			
Variable Pay/Pay for Performance	6,000	24,347	
Total CTC(A+B+C)	476,919	486,943	10,024

* The FBP (Flexible Benefit Plan) allows you the flexibility to structure your salary in a tax-efficient manner. Within the FBP amount, you can claim reimbursements for various specified expenses, including ESC Medclaim, Group Medclaim coverage, GPA Insurance, LTA, telephone reimbursement, data card/broadband reimbursement, fuel and maintenance reimbursement, meal coupons, gift cards, and journals/technical books reimbursement, as applicable.

* Variable Pay is applicable as per the organization's Variable Pay/Pay for Performance policy.

Dhirendra Nath
Group Chief People Officer

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