



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 that appears to read "Dhirendra Nath".

Dhirendra Nath  
Group Chief People Officer

**SLK Software Pvt. Ltd.**,  
(Formerly known as SLK Digital Private Limited)  
SLK Green Park, Tower A,  
Pujanahalli Village,  
Bangalore – 562110, Karnataka, India.  
Tel: +91 08 4050 1721 / 91 08 4180 4721

**Regd. Office:**  
SLK Software Private Limited.  
(Formerly known as SLK Digital Private Limited)  
# 40/A, KHB Industrial Area, Yelahanka New Town,  
Bangalore-560064, Karnataka, India.  
Tel: +91 08 4180 5721  
CIN: U62099KA2024PTC191669

**Annexure**

**Private & Confidential**

**Name : Ranbir Singh (Emp ID: 113176)**

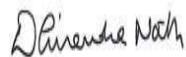
**Grade : P1 (Designation: Engineer - Software)**

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

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

\* 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 Mediclaim, Group Mediclaim 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

**SLK Software Pvt. Ltd.,**  
(Formerly known as SLK Digital Private Limited)  
SLK Green Park, Tower A,  
Pujanahalli Village,  
Bangalore – 562110, Karnataka, India.  
Tel: +91 08 4050 1721 / 91 08 4180 4721

**Regd. Office:**  
SLK Software Private Limited.  
(Formerly known as SLK Digital Private Limited)  
# 40/A, KHB Industrial Area, Yelahanka New Town,  
Bangalore-560064, Karnataka, India.  
Tel: +91 08 4180 5721  
CIN: U62099KA2024PTC191669