

12 February 2025

Private & Confidential

Ranbir Kumar Singh
EID: 113176

Dear Ranbir,

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, you have been promoted to "**Engineer - Software**", Grade - "**P1**" and your compensation has been revised with effect from **1-Jan-25**. 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 take our organization to greater heights of success.

Wishing you a great success ahead!

Warm Regards,



Dhirendra Nath
Group Chief People Officer

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Annexure

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Revised Annual Compensation Package effective from 1-Jan-25.

A. Components	Current CTC (INR)	Revised CTC (INR)	Increase Amount (INR)
Basic + VDA	186,000	190,768	
House Rent Allowance	74,400	76,307	
Statutory Bonus	36,000	36,000	
Special Allowance (Incl FBP)*	126,542	135,772	
Total (A)	422,942	438,847	
B. Retirals & Benefits			
Company Contribution to Provident Fund	22,320	22,892	
Company Contribution to Gratuity Fund	8,947	9,180	
Fixed Salary (A+B)	454,209	470,919	
C . Variable Pay/Pay for Performance*	0	6,000	
Total CTC(A+B+C)	454,209	476,919	22,710

FBP gives you a flexibility to design your salary structure to make it tax friendly. Within the FBP amount you can claim against various specified expenses including ESC Mediclaim, Group Mediclaim coverage, GPA Insurance, LTA, Telephone reimbursement, Data card/ broadband reimbursement, Fuel and maintenance reimbursement, Meal coupon, gift card, Journals and Technical books reimbursement as applicable.

*Variable Pay/Performance pay is a variable pay plan, paid as per the company policy.

Warm Regards,



Dhirendra Nath
Group Chief People Officer