

12 February 2025

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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,

A handwritten signature in blue ink that reads "Dhirendra Nath".

Dhirendra Nath
Group Chief People Officer

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Annexure

Ranbir Kumar Singh
EID: 113176

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 Medclaim, Group Medclaim 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