



TCS Confidential  
Ref: TCS/2023-24/CC-C1/2194253

April 17, 2023

**Mr. Satish Kumar Maddirala**  
Thiruvananthapuram

Dear Satish Kumar Maddirala,

I would like to take this opportunity to thank you for your hard work and commitment in delivering sustained growth over the past year. In the coming days, it is important that we come together at the workplace and benefit by learning from each other, know our TCS and work to build a career, whilst staying relevant to our customers. I sincerely look forward to your participation in our journey towards creating greater futures together through innovation and collective knowledge.

I am pleased to share with you the revised Annual Compensation, effective April 01, 2023. Your India Annual Compensation is **Rs. 7,45,522/-**. The details of your compensation and related benefits are enclosed in the Annexure to this letter.

Please note, that the above details are specific to India and are subject to change in case of long-term deputation on international assignments, if any.

I encourage you to speak to your Manager / Business Unit Head or your HR Business Partner in case you need any clarification or discussion.

I look forward to your continued support and commitment in our journey together.

Warm Regards,

A handwritten signature in black ink, appearing to read "Milind Lakkad".

Milind Lakkad  
Chief Human Resources Officer

**TATA CONSULTANCY SERVICES**

Tata Consultancy Services Limited  
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Tel 91 22 6778 9999 Fax 91 22 6778 9000 website [www.tcs.com](http://www.tcs.com)  
Registered Office Nirmal Building 9th Floor Nariman Point Mumbai 400 021



## ANNEXURE

The details of your India compensation and benefits are given below. The CTC and its components are subject to review and change, based on the prevailing regulatory framework. Taxation will be governed by the Income Tax rules and the Company will be deducting tax at source as applicable.

COMPONENT CATEGORY	ANNUAL
<b>BASIC SALARY</b>	1,87,200
<b>BOUQUET OF BENEFITS*</b>	1,39,584
<b>CITY ALLOWANCE#</b>	4,800
<b>ELEVATE INCENTIVE^^</b>	2,77,260
<b>RETIRALS</b>	
Provident Fund	22,464
Gratuity	9,004
<b>PERFORMANCE PAY**</b>	
Monthly Performance Pay\$\$	54,000
Performance Bonus ***	40,800
<b>TOTAL SALARY</b>	<b>7,35,112</b>
<b>INSURANCE</b>	
Health Insurance®	10,410
<b>CTC</b>	<b>7,45,522</b>
Afterlife Benefit\$	2,863

\* Bouquet of Benefits includes Personal Allowance which is not grade linked and does not accrue automatically. Personal allowance is subject to review and may change or be adjusted against other emoluments at a later date. Refer to Table 2 for TCS Defined Structure.

\* Bouquet of Benefits includes Communication Allowance which can be used to pay only Voice and Internet Data related expenses in your name. This allowance is subject to review.

# City Allowance is specific to India and is linked to base location. It will be discontinued while on international assignment. This allowance is subject to review.

^^ Elevate Incentive is based on your learning performance. It is not grade linked and does not accrue automatically. The payout of this component is also linked to your performance rank. It is subject to review and may change or be discontinued at the discretion of TCS. This component is specific to India and will be discontinued while on international assignment.

\*\* Performance Pay is in lieu of statutory profit bonus.

\$\$ Monthly Performance Pay is based on your individual performance.

\*\*\* Performance Bonus is based on your individual, Unit and Company performance and other organizational imperatives as communicated from time to time. It will be paid quarterly and is subject to being active on the company rolls on the date of announcement.

® Premium for Health Insurance Scheme for self and dependants borne by TCS.

\$ Cost for the Afterlife Benefit is borne by TCS. The sum payable to nominee(s) is six times the annual compensation (CTC) with a minimum payout of Rs. 23 Lakhs. For details, please refer to the policy on Afterlife



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Benefit on Knowmax.

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**Table 2: TCS defined structure for Bouquet of Benefits**

COMPONENT CATEGORY	ANNUAL
House Rent Allowance	93,600
Leave Travel Allowance	15,600
Food Card Allowance	6,000
Communication Allowance	4,920
Personal Allowance	19,464
<b>BOUQUET OF BENEFITS</b>	<b>1,39,584</b>

To design your Bouquet of Benefits, access the Link to BoB in the Global Employee Self Service Link in Ultimatix.