

Ref.No: Increment FY25/768446

06-Jan-2025

Name(Employee ID) : Mothukuri Abishek . (768446)
Band : U2
Country : India

Dear Mothukuri Abishek .,

CONGRATULATIONS...we are happy to share your Compensation revision letter with you.

Your Compensation has been revised to **INR 6,48,475 (TCC)** per annum with effect from **01 January, 2025**.

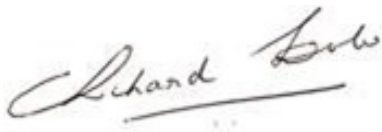
We take this opportunity to thank you for your relentless efforts and contribution towards achieving key priorities for TechM !

We look forward to you playing a key role in ensuring that we continue to be a Purpose-driven Organization with value creation for all our stakeholders at the heart of everything we do.

THANK YOU once again for your continued commitment to this cause.

All the best!

With Best Wishes,



Richard Lobo
Chief People Officer

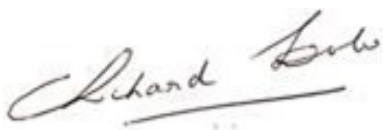
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ANNEXURE - A

NAME	Mothukuri Abishek .	
SUB-BAND	U2	
Country	India ,INR	
	Current Per Annum	Revised Per Annum
Basic	2,22,450	2,26,454
House Rent Allowance(HRA)	1,55,715	1,58,518
Statutory Bonus*	48,000	48,000
Employer Contribution To Provident Fund	26,694	27,174
Flexible Benefit Plan	1,03,265	1,05,988
A.Total Fixed Pay	5,56,124	5,66,134
B.Variable Pay (Amount specified is at 100% payout)	61,792	62,904
Cost to Company (CTC) (A+B)	6,17,916	6,29,038
C.Gratuity		10,892
D.Medical Insurance Premium**		8,545
Total Cost to Company (TCTC) (A+B+C+D)		6,48,475
<p>1.Flexible Benefit Plan: Associates will also be given an option of restructuring their "Flexible Benefit Plan". For more details on eligibility and limits, Please refer to Flexible Benefit Pay Policy on BMS.</p> <p>2.Variable Pay: Variable Pay (VP) amount mentioned is maximum amount based on 100% performance. VP shall be payable as per Variable Pay Policy applicable for the Financial Year.</p> <p>3.Gratuity: Gratuity shall apply as per the "Gratuity Act 1972".</p> <p>**Medical Insurance Premium: In addition to the above you are eligible to be covered under: Existing Group Term Life Insurance cover providing Life Insurance Coverage, Group Personal Accident Insurance coverage and Medical Insurance scheme providing Hospitalization coverage in terms of a floating cover.</p> <p>*Statutory Bonus: Bonus / Statutory Bonus, if applicable, shall be paid in 12 equal monthly installments in advance along with your monthly salary.</p> <p>Tech Mahindra reserves the right, at any time, as its election and sole discretion to Modify, Alter, Replace and Withdraw / terminate any or All of the policies including modification, amendment or alteration to any term, provision or condition. Any adjustments or termination by Tech Mahindra as aforesaid shall be effective from the effective date so stated in the policy published on the intranet.</p> <p>In addition to above, Associates carrying Individual Revenue Targets (Sales, Relationship Management etc.) will be covered by the "Performance Bonus Policy/SIP" as applicable.</p>		

Regards,



Richard Lobo
Chief People Officer