



Ref: Increment / 2025 / 00021650

Date: 01.04.2025

Employee Name : Moazzem Hosen Sardar

Employee ID : 21650

Dear **Moazzem**,

We thank you for your contribution to AXA Global Business Services in 2024.

We are pleased to inform you that you have received a revision of **12%** on your existing Total Salary. Your Total Salary stands revised to **₹ 580,652/-** effective April 01, 2025. This revision has been finalized after considering various aspects such as industry benchmarking, your individual performance and recent salary revision due to promotion or role movement or market alignment program, as applicable.

The breakup of your compensation is detailed in **Annexure 1**.

All other terms and conditions of your employment remain unchanged. Please treat the contents of this letter as strictly personal and confidential.

We look forward to your long association and continued contribution towards the growth of the organization.

Important Information: *This is an electronically generated letter and does not require a signature.*

AXA Global Business Services Private Limited

(Formerly known as AXA Business Services Pvt. Ltd.)

Telephone: Bangalore: 080 - 41830000 | www.axagbs.com

Regd. Office: 1st Floor, MFAR, Manyata Tech Park, Phase-IV, Rachenahalli Village, Nagawara, Bangalore-560045, Karnataka, India.

Ecopolis: 2nd Floor, Block No-E3, Hinduja Realty Ventures Ltd, Co-Developer of Gulf Oil Corporation SEZ, Survey No. 155, 159, 164 (Part) 165 (Part) 166, 167 Kattigenahalli Village, Yelahanka Hobli, Bangalore-560063, Karnataka, India.

Pune: Building No. 01 (G-1), Gera Commerzone, 11th to 14th Floor, Survey No. 65, 65/1, 65/2, 65/3, Village Kharadi, Taluka Haveli, Pune-411 014, Maharashtra, India.

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Annexure 1		
Name	Moazzem Hosen Sardar	
Designation	Analyst - Digital Marketing	
Band	A2	
(A) FIXED COMPONENTS	Rupees Per Annum	Rupees Per Month
Basic	207,056	17,255
Company Contribution to Provident Fund	24,847	2,071
House Rent Allowance (HRA)	82,822	6,902
Personal Allowance	211,542	17,629
Statutory Bonus	17,255	1,438
Sub Total	543,522	45,294
TOTAL FIXED PAY (TFP) = (A)	543,522	
(B) PERFORMANCE BONUS		
Performance Bonus @5 % Of TFP	27,176	
TOTAL (B)	27,176	
(C) RETIRALS & OTHER BENEFITS		
Gratuity	9,954	
TOTAL (C)	9,954	
TOTAL SALARY (TS) =(A+B+C)	580,652	
Medical Insurance Premium	12,278	
Shift Allowance (If Applicable)	28,800	
TOTAL (D)	41,078	
TOTAL COST TO COMPANY (TCC) = (A + B + C + D)	621,730	

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**Note:**

* The following flexible benefits can be chosen from the personal allowance. Balance will be paid as personal allowance.

LTA	up to ₹ 25,000	Food coupons	up to ₹ 26,400
Communication reimbursement	up to ₹ 18,000	Fuel, driver & maintenance	NA

* Performance Bonus mentioned above is indicative. It will be paid on annual basis.

* All employees will be covered under Group Term Life insurance with additional critical and terminal illness for a principal amount limited to five times the TFP

* Employees (self, spouse and two children) are covered under Group Medical Insurance for a sum of ₹ 500,000/- per annum for any hospitalization expenses.

* All employees will be covered against personal accident for a principal amount limited to five times the TFP

* All employees will also be covered under Employees Deposit Linked Insurance for a principal amount limited to ₹ 701,000/-

* Employees working in shifts will receive a corresponding shift allowance as per the shift allowance guidelines.

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