

Strictly Personal and Confidential

CorpHRO/Jul2024REVN/00105584/1 June 27, 2024

Mr. VISHAL . GE-Boot Camp SEB, Gr.Noida SEZ 1, Coforge

Dear Mr. VISHAL .,

This is to inform you that your compensation details effective July 01, 2024 remain unchanged.

You will continue to remain entitled to other company benefits as per applicable policies. All other terms and conditions of your employment agreement remain the same.

	Role	DEVELOPER		
	Designation	SOFTWARE ENGINEER		
	Benefit Plan	Q		
A.	Monthly Salary (Rs.)	Basic	:	13,000
		HRA/CLA	:	6,500
		Conveyance + LTA	:	8,060
		Flexibasket (SAP)	:	4,113
		Gross Monthly	:	31,673
В.	Annual Benefits (Rs.)	PF (as per Act)	:	21,600
		Life Insurance Premium	:	2,095
		Annual Benefits Total	:	23,695
C.	Variable Compensation (Rs.) (on achievement of 100% goals)		:	21,250
D.	Annual Cost to Company (Rs.)		:	4,25,021

Please reach out to your reporting manager or your HR business partner for any clarifications.

We value your contribution and look forward to your sustained effort towards achieving your personal goals as well as Coforge's growth. We wish you the very best and trust that you shall meet and exceed your goals.

Pankaj Khanna Chief People Officer

Notes:

- 1. The Flexi basket consists of conveyance, vehicle expenses reimbursement (VER) & mobile phone usage. The Flexi basket is a taxable allowance and will be paid on a monthly basis after deductions, if any. If self-owned car is used, expenses towards petrol and maintenance up to Rs. 1800/- p.m. (Rs 2400/- p.m. if CC is more than 1.6 litres), and reimbursement towards mobile phone usage charges up to Rs. 3000/- p.m. is exempt from tax as per current rules. The flexi basket consists of conveyance amount / transportation facility provided by the company for travel from home to office and back, if applicable.
- 2. Variable Compensation is based on Variable Compensation policy.
- 3. Life Insurance premium is towards the Life Cover for self as per benefit plan and Life Cover policy. The revised benefit plan and related life insurance benefits will come into effect only with the next annual renewal of the Life Insurance policy.

Kalkaji, New Delhi - 110019, India T: +91 11 41029 297 | F: +91 11 2641 4900 www.coforge.com

CIN: L72100DL1992PLC048753

